

## **Twilight Tours**

There seems to be some misconceptions concerning twilight tours so straight from the Enlisted Transfer Manual (Chapter 11-1):

## **ELIGIBILITY**

Enlisted personnel eligible for voluntary non-disability retirement i.e., who will complete either 30 years active duty day for day or 30 years active service computed by including constructive service, are eligible for assignment. Personnel approaching retirement eligibility, and who are currently serving a tour of overseas duty, are cautioned of the fact that the requirement to complete the DOD area tour may disallow their eligibility to request a Twilight Tour, if it will result in exceeding 30 years and their rate/rating is not approved for retention beyond 30 years. Note: Enlisted personnel with more than 28 years service who have not previously requested a Twilight Tour may do so. However, approval is contingent upon continuation of active duty beyond 30 years to cover the time for the required activity tour.

## **CHOICE OF ASSIGNMENT**

Although the needs of the service must prevail, personnel may request assignment to the geographic area of their choice (specific cities, localities or units may be identified). Overseas areas may be requested, however, members will be required to complete the applicable DOD accompanied or all others tour for the area to which assigned. Although a Twilight Tour is normally for two years, members with dependents desiring an overseas area may elect an accompanied tour of 30 to 36 months where applicable. Personnel will be assigned in accordance with their normal sea/shore rotation to an activity within the geographic area of their choice, provided a requirement for the member's rate/rating is available. Detailers are authorized to make a single paygrade substitution between the member's paygrade and the requirement in making such assignments.

## **REQUESTING PROCEDURES**

Active duty Navy personnel eligible for voluntary retirement who desire reassignment under the provisions of this Chapter

shall submit applications for retirement as prescribed in MILPERSMAN 1810-020. Requests for reassignment shall be submitted in letter format and forwarded as an enclosure to the member's request for voluntary retirement. Requests should be submitted at least four months but no more than eight months in advance of the requested commencement of Twilight Tour.

## **REQUESTS FOR MODIFICATION OF DATE OF RETIREMENT OR FOR CONTINUATION ON ACTIVE DUTY IN RETIRED STATUS**

Normally, requests for cancellation or modification of date of retirement, or requests for retention on active duty in a retired status submitted by personnel who have been reassigned under the provisions of this Chapter will not be approved. Only in exceptional circumstances involving severe hardship or critical rating shortage will SECNAV revise the date of retirement, or COMNAVPERSCOM retain retired personnel on active duty. Requests for transfer to the Fleet Reserve will not be approved if the individual has an approved retirement date in conjunction with a Twilight Tour except in unusual circumstances.

*PERS-401C  
RAO & E8/9 Detailer*

## **State Department Duty**

Do you ever find yourself at a crossroads in your career? Do you remain unsure which path you want to take? Perhaps you should consider a tour which is both challenging and rewarding. A tour with Naval Support Unit (NSU), State Department could be your answer. The opportunities associated with doing an NSU tour are limitless:

- Travel to countries outside of usual Navy commands and deployment sites.
- Learn cutting edge skills not typically common to Seabee ratings as well as earn the Locksmith NEC.
- You will be authorized to receive a civilian clothing allowance and wear civilian clothes on a daily basis. No uniforms accept for official occasions.

As a member of NSU you will contribute to the success of that mission. By traveling

to embassies and consulates throughout the world, you will provide specialized skills in the areas of construction, maintenance, installation and repair of technical security systems. Not only are these skills essential for ensuring the effectiveness of post's security systems but are also vital to the Department of State's Bureau of Diplomatic Security Counter-Intelligence, Counter-Measure programs worldwide.

Once onboard as a member of NSU, you will attend a weeklong indoctrination and check in process during which you will receive valuable information regarding the unit and its mission. Upon completion of indoctrination, you will begin an intensive eight-week training course. The course is designed to teach basic electronics, lock maintenance, and introduce you to the various security components used by embassies around the globe.

If you are a Second or First Class Petty Officer in one of the following ratings: BU, CE, UT or SW.

- Have a clear record or no NJP during the previous 5 years.
- US citizen.
- If married, no more than three family members.
- Able to do a full three-year tour, and pass an overseas screening.
- Recommended by your Commanding Officer.

Submit a 1306 requesting State Department duty and your last 5 evaluations to P401CE.

*PERS-401CE  
EA/SW/BU E6 and below, State  
Department and Camp David detailer*

## **Overseas Screening**

The Enlisted Transfer Manual Chapter 4 requires each individual and their dependents assigned to overseas billets to complete screening within 30 days after receipt of orders. It is essential that these screenings be conducted and completed in a timely fashion. If a delay is expected beyond the 30-day period, an interim message should be submitted by the transferring command to COMNAVPERSCOM(40BB/401C) explaining the delay and stating an estimated date of completion. An individual cannot be transferred before satisfactorily complet-

ing the overseas screening. Factors considered in determining suitability are:

- Medical and Dental fitness
- Dependent suitability
- Physical Fitness
- Drug and Alcohol related problems
- Performance Evaluations
- Disciplinary History
- Financial Stability

## Why Screen?

People must be screened prior to overseas assignments to ensure they can complete the prescribed DOD area tour. If there is no screening or if the screening is inadequate, personal hardship, wasted PCS dollars, tedious administrative proceedings, expensive MEDIVAC services and early returns can result. Early returns also leave overseas commands with personnel shortfalls, which negatively impacts readiness.

## How Can You Help?

Prod your slow-to-start folks to get the overseas screening process started as soon as orders are received and to keep it moving. Remember that dependents of service members who elect an unaccompanied tour must still be screened! Be completely upfront with the medical personnel. If a problem or potential medical problem exists, be sure that the screening medical facility determines that adequate medical or special educational services you require are available at the ultimate duty site. Proper overseas screening is ultimately the Commanding Officer's responsibility. But it's also up to members being screened and their chain of command for making sure all appropriate information is available to help Medical do it's job completely and correctly.

## OVERSEAS SCREENING IS VITAL

Overseas Commands rely on the overseas screening program. To be effective, screening must be efficiently conducted with a sincere interest in the member and the ultimate command! Help your chain of command make the program work. Take care and have a Fine Seabee Day!

*P401CC1  
NCF CPO Detailer*

## Overseas Duty Assignment

"Join the Navy and see the world." This

old advertising slogan still holds true today. Billets are available at many overseas locations. Whether you are interested in a tropical paradise or the history of the European continent, there is probably a billet. All Seabee ratings have the opportunity to experience diverse cultures while performing worthwhile jobs.

All sailors assigned overseas are entitled to foreign duty pay and Cost of Living Allowance (COLA) for their area. If you live on the economy you are entitled to Overseas Housing Allowance (OHA), and in some areas, such as Bahrain, you are entitled to such benefits as tax-free pay and imminent danger pay. This may put some additional money in your pocket. The detailers sometimes have a difficult time convincing Seabees to accept orders to duty stations that are perceived as "hard" jobs – i.e. Japan, Keflavik, Guam, Rota, and Italy. Some Seabees think these commands are not career enhancing. In reality it is not so much the billet that makes the career, it is how well the Seabee performs in the billet.

Some Seabees are trying to homestead in the Gulfport and Port Hueneme areas. Keep in mind that the opportunity to stay in a location is dependent on billet availability. We have a large number of billets elsewhere that need to be filled to ensure the Navy's mission is accomplished.

*PERS-401CD1  
UT / CE MUSE E-6 and Below  
Detailer*

## Orders Negotiation

I want to clear up some misconceptions that seem to exist in the process of order negotiation, acceptance and execution. Once you and your detailer have come to an agreement, you will receive those orders that you negotiated. Upon the issuance of orders, the negotiation process is complete. Lately, the detail shop has been receiving phone calls from commands and Seabees stating that the member will not obligate service for the orders they wanted and negotiated for. For those that have OBLISERV on their orders it specifically states "OBLISERV must be obtained within 30 days of receipt of these orders and prior to transfer. Advise PERS-40 within 30 days of receipt of these orders if member does not desire to obligate." If a Seabee decides not to OBLISERVE for the agreed upon orders, they may separate at their current EAOS. However, if the Seabee later decides to stay Navy they will then require Naval Person-

nel Command special approval to reenlist and most likely be assigned to a hard to fill billet.

*PERS 401CE1  
BU/SW/EA E6 and Below Detailer*

## Mobile Utilities Support Equipment (MUSE)

Interested in a challenging career move? The Navy's Mobile Utilities Support Equipment (MUSE) Program may be the challenge you are seeking. The Navy's MUSE Program supports shore establishment utility systems throughout the world with supplemental equipment capable of steam and electrical generation, electrical transformation, and water treatment. MUSE teams provide utility connections, training and inspection of equipment. The skilled journeyman attached to MUSE are well versed in mechanical, electrical and instrumentation of more than \$200 million worth of equipment maintained in the current inventory.

Accepted applicants will undergo a rigorous 48 weeks of intensive training in the Primary Power Production Specialist Course conducted at Fort Belvoir, Virginia continuing with 17 weeks of technical indoctrination upon transfer to the Naval Facilities Engineering Command, Detachment located in Port Hueneme, CA.

Upon successful course completion, NEC 5633 is awarded. Graduates will then receive orders to Naval Construction Battalion Center, Port Hueneme, CA or one of several overseas locations. Needs of the program and previous duty will dictate the initial duty assignment.

If you are a Seabee (CE, UT, CM, EO, SW) with no more than 12 years of active service with a combination of WK+AR=110 on your ASVAB, you may be eligible for this most desirable duty. If you are ready to take the challenge for one of the most rewarding assignments in the Naval Construction Force contact the Seabee detail shop for more information.

*P401CD  
CE/UT/MUSE E-6 and below Detailer*

## When No One Else Will Do It

"You'll never get me to do that!" "You guys are crazy!" "They can't pay me enough to do what you do!" Those statements, and others like them, are frequently heard when referring to our beloved Navy divers. Although the statements are spoken in all se-

riousness, divers just shrug them off and smile, knowing that one of the motivators for doing their job is the fact that very few can, want to or dare to do it.

What is it that motivates a man to spend 10 days in the confines of a pressurized vessel about the size of a Ford Excursion, leaving those cramped quarters only long enough to slip into the pitch black, freezing cold water, working by himself for hours on end, only to return to the confines of the round cylinder, his temporary home, day after day after day? What is it that inspires someone to enter the partially flooded compartment of a slowly sinking ship, recently bombed in some foreign harbor when the crewmembers themselves won't go? A space reeking of death. A space littered with the remnants of sailors, of fuel oil and lube oil, with the water slowly rising. Soberly going in he is entertaining only one thought...save the ship? And finally, who can be trained to overcome their fears when they place that diving helmet over their head, intent on saving their fellow diver who is dying somewhere below them, knowing that they too may end up in the same situation, but this time with no one to come get them?

The Navy figured out that Navy divers were not the run-of-the-mill Sailors. They determined that there was something different about Navy divers. The Naval Health Research Center studied Navy divers and determined that "divers rebelled early against the restrictions of formal, social institutions and were successful in directing this activity and aggression toward an occupation in which these characteristics may not only be useful, but necessary." I'm not sure that anyone can figure out exactly what it is that makes these divers do what they do, but I can tell you it comes from inside. It is self-motivation. They are personnel who don't "follow the crowd." They are not content to "Get by." They are not "nine-to-five" workers. Be it the diving portion, the salvage portion, the combat support portion or whatever, they are motivated by their trade, living and breathing it. Their main rewards, rewards often not understood by those of a different caliber, are often the self satisfaction of knowing they can do things others can't or won't, or the thrill of completing a job thought to be undoable.

Am I describing you? Does the thought of doing what others won't or can't do spur you on to do it? Then you may be interested in Navy diving. Grab the MILPERSMAN and start reading in chapter 1220-100. If you think you can hack it, give it a try. We are always looking for the

self-motivated leaders that want to come into our community.

For those of you already in the community, the Navy Experimental Diving Unit is looking for motivated young divers who have completed their normal sea tour and are looking for a challenging shore assignment. NEDU is a great opportunity for divers who want to broaden their professional knowledge and be involved with cutting edge research, development, test, and evaluation of the next generation of diving equipment and procedures. We have billets for divers from all of the diving subspecialties and have recently increased our SEAL, EOD, Seabee and 5342 billets. Recent projects include validating the 1.3 ATA decompression tables for the Mk 16 Mod 1 UBA product improvement, developing accelerated decompression procedures for submarine rescue, and developing warm water diving guidance for SPECWARCOM. NEDU is also involved with operational missions such as the ex-USS Monitor salvage project, a three-year salvage effort where NEDU provided the bulk of the saturation diving team. Homebased in Panama City Florida, NEDU has it all: fascinating work, outstanding professional development, a superb team of divers and civilian researchers, and a great place to live where cost of living is reasonable. Every Navy diver should try to do a tour at NEDU once in their career to round out their professional knowledge. Hazardous Duty Incentive Pay (\$150/month) is authorized for most experimental protocols. For more information contact DSN 436-3154, Comm (850) 230-3154/3100 or contact the Diving Detailer.

*Diving Detailer  
ENCM(DSW,SW,MDV)Briggs*

### **EOD Community – New Chiefs Update**

Congratulations to all the new Chiefs. I am sure that you have some questions for the detailing shop. What do I do? Where can I go? My favorite question is "Where do you need me?" Your first step is to talk with your LCPO/CMC and work up a game plan to give you the best chance to advance. Your hard work and efforts have gotten you this far, but now you have entered into an even more competitive group for advancement. Of course you don't have to take an exam anymore, but that does not mean it will be easier.

Without a doubt, you need to be in a

LCPO role, deployed, at sea. If you don't have a billet open at your current sea command, talk to your CMC about other opportunities. If you are willing to transfer to a leadership Chief billet at sea, your CMC will work it out with me to get you there. If you are up for shore duty, you need to think about the role you will fill. An LCPO tour at shore duty needs to be challenging and provide you with some leadership growth in order for you to benefit the Navy and the Sailors you are responsible for. The E8 and E9 selection boards want to read what you are doing to take care of your subordinates, not how many 'cool-daddy' qualifications you have.

If you weren't selected, meet with your CMC and have your record reviewed. DON'T get into the habit of pointing out all the negative things that you know about on one of the selects. This does nothing to improve your situation. I have talked to many non-selects over the past few months. The overwhelming characteristic I saw was a lack of variety in challenging jobs. Too many EOD technicians that want shore extensions for personal reasons and too many technicians doing the same jobs in the same locations with the same type of deployments.

If you want to extend, make sure it is to fill a needed LCPO position, or to ensure that Basic EOD school pipeline (sound like instructor duty) can produce the graduates it needs to meet our growth requirements. Otherwise, you could be fooling yourself. The Navy wants you to enjoy your shore tour. I advanced on shore duty – after 7 years of sea duty at 2 different locations and jobs. If you are a PO1 and need a LPO at sea job, go to your CMC and let's get some orders cut if that command does not have a slot for you. If you are a hungry new Chief and want to stay at sea duty, let's work to get you large (within standards of course) and in charge of a working mobile detachment.

We have a new In-Service EOD recruiter on the East Coast at EOD Group TWO:

AOCS(EOD/AW/SW) Ron Mitchell  
1-800-699-9895 ext. 258  
757-462-8452 ext. 258  
DSN: 253-8452 ext. 258

SCPO Mitchell has turned over with Chief Larsen. Chief Cope will be turning over the West Coast (anyone want his job? – that he made Chief while serving in) recruiting effort soon to take a LCPO at sea job. You can contact Chief Cope at EODGRU One (DSN 577-0732). Both In-Service recruiters will direct you to the nearest EOD de-

tachment/command to expedite your screening package and help you in any way possible. Congratulations especially to Chief Farris, our Motivator at Great Lakes and to both In-Service recruiters, Chief Larsen and Chief Cope.

If you are transferring within the next year and are interested in spending some TDY time in Great Lakes to help Chief Farris screen EOD candidates (SEAL/DIVER/SWCC also), talk to your CMC and work out a travel plan.

*EOD Detailer  
GMCM (EOD) Robert Dawkins*

## SEAL

In the past 12 months NSW and the Navy have gone through a number of cultural and operational changes. NSW has right sized our operational commands to better serve the WARFIGHTERS. The Navy has refined its human resource policy to create a concept known as Teaming.

Here is how Teaming works in NSW. When a squadron is three months prior to deployment all PRD rollers in the entire command will make a decision whether to re-tour for the next deployment cycle or transfer. If the members wish to re-tour they will submit an extension request

through their chain of command. All personnel who wish to PCS will submit a 1306 with three choices to either sea or shore billets available. Replacement personnel will be written to the losing command at the beginning of deployment. After a replacement has been assigned the window for orders negotiation will end and the member will be assigned based on the needs of NSW.

Naval Special Warfare is a volunteer organization. Members can drop their NEC's at anytime and continue service under their primary rate in the Navy. Your progress is our product.

*P401DE SEAL Detailer*

## SWCC

I would like to start out by congratulating all of the new BOAT-GUY Chiefs. The one thing they have in common is sustained superior performance while doing the HARD JOBS. First class petty officers often call and inform me that they want to be a chief, however, when offered career-enhancing billets, they decide not to step up to the plate and choose a billet that does not enhance their career. Even worse, is talking with a guy that is not planning his career and has no idea of what he wants to do or where he wants to

go. **Failing to plan is planning to fail**, you need to set your goals and have a plan to meet these goals.

If you are not planning your career who is? The decisions you make as a second class can affect your chances for making Chief. At least twelve months out from your PRD talk with your Command Retention Team. Inform them about your career goals and they should be able to guide you onto the path to success. You can find the latest community information and gouge in the NSW newsletter **The Perimeter**, which is updated monthly.

For those of you that want to be a **BOAT GUY**, BM1 (SWCC) Edwards is the new SWCC in-service recruiter and can be contacted at (DSN 577 2049 COM 619 437 2049) or on the SWCC web site [www.swcc.navy.mil](http://www.swcc.navy.mil). The physical screening requirements were recently amended, so be sure to check out the SWCC Warning Order prior to submitting your package. ([www.persnet.navy.mil/pers401/index.html](http://www.persnet.navy.mil/pers401/index.html))

*PERS-401DI SWCC Detailer*

<u>E-mail</u>	<u>Title</u>	<u>DSN</u>
p401	Branch Head .....	882-3569
p401c	Branch Master Chief .....	882-3571
p401a	Seabee Admin Assistant .....	882-3575
p401a	SEAL/EOD/Diver/SWCC Asst. ....	882-3622
p401c	RAO/All E8-E9s .....	882-3571
p401cc1	All E7s .....	882-3559
p401cd	CE/UTE1-E6 .....	882-3570
p401cd1	CE/UTE1-E6 .....	882-3565
p401ce	BU/EA/SW E1-E6 .....	882-3556
p401ce1	BU/EA/SW E1-E6 .....	882-3653
p401cf	EO/CM/E1-E6 .....	882-3567
p401cf1	EO/CME1-E6 .....	882-3568
p401d	SEAL/EOD/DIVER/SWCC RAO .....	882-3560
p401de	Special Warfare .....	882-3563
p401df	EOD .....	882-3564
p401dc	Fleet Diver .....	882-3561
p401de1	In-service Recruiter .....	882-3574
p401de2	SEAL HME1-E6 .....	882-3572
p401dh	Schools Coordinator .....	882-4261
p401dh2	Special Warfare PH .....	882-3557
p401di	SWCC .....	882-3573
p401de2	SEAL HM .....	882-3572

Fax: DSN 882-2716 or Comm (901) 874-2716.

E-mail: Replace xxxx in this example with your detailer's E-mail code: xxxx@persnet.navy.mil

## Surface Branch Realignment

1. To provide better customer service to the fleet, and to streamline organizational alignment, PERS-40 (Enlisted Distribution Division) has merged the functions of four enlisted surface detailing branches into a single branch. This reorganization simplifies the lines of communication between sailors, their commands and enlisted surface detailers. The new enlisted Surface Assignments Branch (PERS-402) will serve as a “one-stop shop” for enlisted surface ratings assignment. The re-organization combines the functional areas of surface engineering, deck/ admin/ supply, surface combat systems, and sea special programs into the “Enlisted Surface Assignments Branch”. In this way PERS-402 will mirror the functionality of PERS-403 (Enlisted Submarines/Nuclear Power Assignments) and PERS-404 (Enlisted Aviation Assignments) branches.

2. The high level of individual customer service previously provided to the fleet sailor will not change. This reorganization is aimed at assisting the chain of command in working personnel issues at the most appropriate level. The new organization gives the Fleet CO, Chief of Staff, or Chief Staff Officer a post-command commander (O-5) to address matters to that cannot be resolved at the detailer, lead detailer, RAO or NPC Dept Head level. We encourage all issues to be addressed at the lowest level possible for resolution (i.e. your CMC, LCPO or CCC to the detailer/lead detailer

level, your DIVO or Dept Head to the RAO level, and your XO to the NPC Dept Head level)

3. Points of contact, e-mail addresses, phone numbers, and both old and new PERS-codes are listed on the NAVPERSCOM PERS-40 web page at [www.bupers.navy.mil](http://www.bupers.navy.mil) and are reflected in the *LINK/PERSPECTIVE* directory. Detailer telephone numbers will not change. “General Detailing Notes”

As Project SAIL is in full swing, here are some helpful tidbits that the Command Career Counselor can focus on when assisting their Sailor’s in the career decision process: 1. Shape realistic expectations, based on Sea-Shore rotation, types of ship/duty, & location of ships/duty. 2. Encourage getting that Warfare pin before the negotiation process, many doors are opened based on Warfare requirements. 3. Contact the detailer at 13 months, to find out the climate of the rating. This helps to prepare for that 12-month interview. 4. Get on Web JASS, access and update the Team Detailing web site for your Sailor, ensure the detailer gets the needed info ie: EFM, number of dependents, G2K prospects, Warfare quals, spouse co-location, etc. This will ensure the Sailor’s detailing experience will be positive. 5. As that 7-9 month window opens, be proactive in submitting the JASS application, let the detailer know pertinent information to help selection i.e.: “MBR just got that ESWS pin”

6. Lastly, once the MBR is selected for a job, our advice is stop looking at JASS, many hearts have been broken, as the “dream

## RATING SPECIFIC NEWS

### GM

One quick note to STRIKERS - Ensure your strikers are fully qualified. The required ASVAB score for GM ‘A’ school is GS+AR+MK+EI=204. They may go to JOBS first with a 198. If strikers do not qualify, they will not be able to go to school and that will limit their options when they are eligible for orders. They may take Basic Skills courses to brush up on academics so that they can retake the ASVAB and then qualify.

### MN

The Mine Warfare Community is growing! In January, HSV-2 Blue Crew will be upon South Texas, the tentative delivery for the new Experimental Ship

is June 2003 pending the contract. It is expected that a Gold Crew will soon be outfitted thereafter, as HSV-2 will be on the go after delivery. The MN contingency aboard is 6, including NEC’s 0812/0342/0170, paygrades E4-E6. So keep looking at JASS. What will drive selection is take up month, NEC and having an ESWS pin.

### OS

#### News Flash: OS Khaki Imbalance

LANTFLT sea duty manning for OS Khakis currently registers at 95%, while PACFLT sea duty manning for OS Khakis is 80%. Many OSC’s, OSCS’s and OSCM’s have asked why there have been so few LANTFLT sea duty billets available lately. This is a direct result of the fact that LANTFLT is a handful

of OSC’s away from being 100% manned. If there was ever a good time for a LANTFLT OSC, OSCS, or OSCM to make a move to PACFLT, now is that time. There are a wide variety of OS leadership positions available in San Diego, Hawaii, and Japan.

### TM

There is a fleet imbalance between LANT & PAC. That is why more shore billets are reflecting PAC. Top-notch TM’s are needed to settle the imbalance. Some of the hot billets for shore-bound TM’s are for MK 46 Storage & Issue (S&I) “C”-School Instructors in Keyport or various S&I Sites such as Pearl Harbor, North Island or Yokosuka. The TM rating is currently undermanned, conversions will be strictly managed.



*Submit Address Changes On-line at*  
**[www.persnet.navy.mil/periodicals/link-perspective/Link-Perspective.htm](http://www.persnet.navy.mil/periodicals/link-perspective/Link-Perspective.htm)**

## Reduced High Year Tenure Limits

NAVADMIN 208/02 provides information on implementation of reduced HYT limits and establishes a transition period through 30 SEP 03 for phasing. New paygrade HYT limits are listed below.

Paygrade	Old Limit	New Limit
E-4	12 Years	10 Years
E-5	20 Years	No Change
E-6	22 Years	20 Years
E-7	24 Years	No Change
E-8	26 Years	No Change
E-9	30 Years	No Change

The new HYT impacted approximately 1800 First Class Petty Officers with orders in hand. Personnel in receipt of PCS orders

and affected by new HYT limits must contact their rating detailer to determine if orders should be executed. Since the NAVADMIN hit the streets, we have diverted personnel, cancelled orders and adjusted PRDs of numerous personnel. The patience and professionalism of those affected by the new HYT is greatly appreciated.

HYT limits were reduced to serve as a Force-shaping tool, and to open up advancement opportunities.

Every subsequent HYT waiver approved runs counter to these goals, however, every request will be afforded our full consideration. Our goal is to avoid moving anyone who is facing separation or retirement in the near term. We will treat each situation as a unique case to minimize the impact to the Sailor and the Sailor's family

as well.

Sailors reaching new HYT Limits (20 years) during the transition period (now through 30 Sep 03) must transfer to FLTRES no later than 30 Sep 03. Affected E-6 personnel may compete for advancement to CPO in the Jan 04 exam and FY-04 selection board. A word of caution though, since there is a cut-off date of Sep 2003, makes sure you plan ahead. Don't get caught off guard and find out you weren't selected and have to transfer to FLTRES. Be prepared.

Same thing with E-4 personnel. Sailors reaching HYT limits prior to 30 Sep 03 may compete for advancement, if otherwise eligible, in the March 03 Navy-wide exam. However, also plan ahead. Early direct communication with individual detailers is crucial to ensure individual concerns are considered.

## Seaman to Admiral

The Seaman to Admiral Program 21 has absorbed many of the previously independent commissioning programs to align the requirements for easier application and selection. Merging together under the Seaman to Admiral (STA), Enlisted Commissioning Program, Aviation Enlisted Commissioning Program (AECIP), Nuclear Enlisted Commissioning Program (NECP) Civil Engineer Corps Enlisted Commissioning Program (CECECP), Fleet Accession to Naval Reserve Officer Training Corps (NROTC), including the nurse options, and Broadened Opportunity for Officer Selection and Training (BOOST).

Sailors selected for the STA-21 program remain on active duty in their current enlisted paygrade so that they may continue to support themselves and their families. In addition to their pay and allowances they received up to \$10,000 to pay for tuition, books and fees. If tuition, books and fees are less than \$10,000 they get only the amount needed to cover these expenses. If the cost is greater than \$10,000 the sailor absorbs the additional cost.

For all programs Sailors must meet the following requirements:

- Be a citizen of the United States. No waivers.
- Be recommended by the Commanding Officer. Applicants must have good moral character, officer potential and unquestionable loyalty to the United States.
- Be serving on active duty in the U.S. Navy or Naval Reserve including Train-

ing and Administration of the Reserves (TAR), or Selected Reserves (SELRES), and Navy Reservist on active duty except those on active for training (ACDUTRA) to include annual training (AT) and initial active duty for training (I-ACDUTRA). Individual Program Options may have additional requirements and specific restrictions.

- Be a high school graduate. High school diploma or equivalency certificates based upon military education experience and General Equivalency Diploma (GED) test results are acceptable to meet the educational requirements if issued by the Department of Education of a state, commonwealth, or territory of the United States of America or the District of Columbia.
- Be able to complete requirements for a baccalaureate degree in 36 months or less.
- Be able to complete degree requirements and be commissioned prior to 31<sup>st</sup> birthday. Waivers of this requirement may be considered understanding that specific age requirements for certain STA-21 option programs differ. These are addressed in the Program Options section.
- Maintain a cumulative Grade Point Average (GPA) of 2.5 or better on a 4.0- scale while enrolled in STA-21. Certain Program Options may have different requirements.
- Have a certified copy of SAT or ACT Assessment test scores from a test taken within three (3) years of application deadline (example: applicants for 2002 must submit scores from a test taken after 01 July 1999). A minimum score of 1000 SAT

(with minimum scores of 500 math and 500 verbal) or 41 ACT (with minimum scores of 21 math and 20 English) is required. Applicants for the Nuclear Option must have a minimum of 1140 SAT (combined) or 50 ACT (combined Math/English). No waivers.

- Meet physical commissioning standards for appointment in the Unrestricted Line (URL), Special Duty Officer (Intelligence), Civil Engineer Corps (CEC), Supply Corps (SC), or Nurse Corps (NC) as prescribed in the Manual of the Medical Department, NAVMED P-117 (*submitted upon notification of selection*), and the physical fitness standards as prescribed in OPNAVINST 6110.1F.
- Have no record of courts-martial convictions or civilian felony convictions.
- Have no record of driving while intoxicated (DWI) or driving under the influence (DUI) within the three (3) years preceding July 1 of application year. Substantiated alcohol or drug-related incidents while in an enlisted status are considered an aspect of an individual's performance and judgment and will be considered when assessing future leadership potential. Applicants who are alcohol dependent must have successfully completed the appropriate regimen of treatment and education in accordance with OPNAVINST 5350.4C and have remained alcohol free for the period of three (3) years preceding July 1 of application year.
- Have no record of disciplinary action under Article 15, Uniform Code of Military Justice (UCMJ), or conviction by civil court for misdemeanors (except minor of-

fenses that impose a fine of \$300 or less, exclusive of court charges) during the three (3) years preceding 01 July of application year.

- Have passed a Personal Fitness Assessment (PFA) Test taken after 1 July 2001. Command should administer special PFA if needed to meet this requirement. A failing PFA is disqualifying for this program.
- Have submitted all documentation listed in OPNAVNOTE 1530 paragraph 5 (Application Procedures). Omission of documentation may be disqualifying for this program.
- Maintain eligibility requirements during the application period and during participation in the program.

**Note:**

- Students presently enrolled in other officer accession programs are not eligible for the STA-21 Program.
- Individuals who have already obtained their baccalaureate degree are not eligible for STA-21 and should apply directly for Officer Candidate School (OCS). OCS application procedures can be found in OPNAVINST 1420.1.

Along with the general requirements listed above which align members to the Unrestricted Line (URL) designator upon commissioning you may select a target group which has specific requirements depending of the group.

**Pilot Option**

- Graduates from the STA-21 Pilot Option will be designated as Student Naval Aviators (SNA), Designator 1395.
- You must be at least 19 years old and able to complete degree requirements and be commissioned prior to age 27. Maximum age limit may be adjusted upward to age 31 with active duty or prior active duty service computed on a month-to-month basis.
- Applicants must achieve a score of at least AQR 3/FOFR 4/FOBI 4 on the Pilot Aptitude Rating (PFAR) and the Pilot Biographical Inventory (PBI) portions of the Aviation Selection Test Battery (ASTB).
- If selected eligibility must be maintained at the university in which you are enrolled.
- Applicants must complete and submit results of a Student Naval Aviator flight physical examination with cyclopegic

eye refractions.

- An eight-year obligation will be incurred upon the date of designation as a Naval Aviator or six years from date of disenrollment from flight training unless released by the Deputy Chief of Naval Operations (Manpower and Personnel).

**Naval Flight Officer Option**

- NFO designation as well as other URL designators, graduates of STA-21 NFO Options will be designation solely as Student Naval Flight Officer (SNFO), designator 1375.
- STA-21 NFO candidates must be at least 19 years old and able to complete degree requirements and be commissioned prior to age 30. Maximum age limit may be adjusted upward to age 32 with active duty or prior active duty service computed on a month-to-month basis.
- Applicant must achieve a score of at least the following AQR 3/FOFR 4/FOBI 3 on the Pilot Flight Aptitude Rating (PFAR) and the Pilot Biographical Inventory (PBI) portions of the Aviation Selection Test Battery (ASTB).
- If selected eligibility must be maintained at the university in which you are enrolled.
- Applicants must complete and submit results of a Student Naval Aviator flight physical examination with cyclopegic eye refractions.
- A six-year obligation will be incurred upon the date of designation as a Naval Aviator or six years from date of disenrollment from flight training unless released by the Deputy Chief of Naval Operations (Manpower and Personnel).

**Surface Warfare Officer Option**

- SWO option selectees must be able to complete degree requirements and be commissioned prior to age 31. Maximum age limit may be adjusted upward for active service on a month-for-month basis up to 24 months. Waivers beyond 24 months will be considered for enlisted personnel who possess particularly exceptional qualifications provided they can be commissioned prior to their 35<sup>th</sup> birthday.
- SWO applicants must meet medical standards in accordance with the Manual of the Medical Department, Chapter 15.
- SWO Option selectees will incur a five-year active duty obligation up commissioning.

**Nuclear (Submarine and Surface) Option**

- Nuclear Option is available for submarine and surface nuclear trained officer billets.
- Nuclear Options candidates must be able to complete degree requirements and be commissioned prior to age 26 ½ years for students and staff pickup instructors. Waivers may be considered on a case-by-case basis for those who would not exceed age 29 ½ at commissioning. Sea returnee staff instructors must be commissioned prior to their 31<sup>st</sup> birthday.
- STA-21 Core Program candidates desiring selection to the nuclear officer community upon graduation must be commissioned prior to age 27. A waiver for such candidates is available on a case-by-case basis up to age 31.
- Applicant for the nuclear option must have a minimum of 1140 SAT (combined) or 50 ACT (combined Math/English). Additionally applicants must have finished sufficient undergraduate work to complete requirements for a baccalaureate degree in 36 months.
- The Nuclear Option is available only at those specifically identified universities. Selectees must major in a technical curricula and maintain a grade point average (GPA) of at least 3.0 on a 4.0 scale.
- Enlisted source: Due to the high priority of nuclear officer recruiting, a specific number of STA-21 seats are reserved for enlisted personnel who have successfully completed or are enrolled in the nuclear power training pipeline. The only applicants eligible to apply for this option are those who are currently:
- Enrolled in Naval Nuclear Power School or Naval Nuclear Power Training Unit; or
- Assigned to Naval Nuclear Power Training Unit as staff pickup instructors or sea returnee instructors.
- Men and women are eligible for the program but women are precluded from assignment to submarines.

• Nuclear Option selectees incur a five-year active duty obligation upon commissioning. Those STA-21 Nuclear Option disenrollees that drop on request prior to commissioning will be obligated for five years of enlisted service from the date of program disenrollment, or the remainder of their current enlistment, whichever is longer.

**Special Warfare Option**

SPECWAR Option selectees must be able to complete degree requirements and be

commission limit may be adjusted upward for active service on a month-for-month basis up to twenty-four (24) months. Waivers beyond 24 months will be considered for enlisted personnel who possess particularly exceptional qualifications, provided they can be commissioned prior to age 35.

- Enlisted Source: Applicants must have one of the following NECs: 5323, 5326, 8492, or 8491.
- Special Warfare is open to males only.
- Applicants must pass physical qualification in accordance with Manual of Medical Department, Chapter 15, including qualification for diving duty and/or combat swimmer.
- SPCWAR Option selectees will incur a five-year active duty obligation upon commissioning.

### Special Operations Option

- SPECOPS Option selectees must be able to complete degree requirements and be able to complete degree requirements and be commissioned by age 29. Maximum age limit may be adjusted upwards for active service on a month-for-month basis up to twenty-four (24) months. Waivers beyond 24 months will be considered for enlisted personnel who possess particularly exceptional qualifications, provided they can be commissioned prior to age 35.
- Applicants must pass physical qualification in accordance with Manual of the Medical Department, Chapter 15, including qualification for diving duty and/or combat swimmer.
- STA-21 SPECOPS Option selectees will incur a five-year active duty obligation upon commissioning.

### Civil Engineer Corps Options

- STA-21 CEC Option applicants must be able to complete degree requirements and be commissioned prior to age 35
- Applications for the STA-21 CEC Option must have sufficient college credits to complete requirements for a first professional, Accreditation Board for Engineering and Technology (ABET) engineering degree or National Architectural Accrediting Board

(NAAB) architecture degree within 36 months of starting STA-21 studies.

- Selectees will major in a National Architectural Accrediting Board (NAAB) accredited architecture program or Accreditation Board for Engineering and Technology (ABET) accredited engineering curricula and maintain a 3.0 minimum grade point average (GPA) on a 4.0 scale. Preferred engineering degrees are civil, mechanical and electrical engineering.
- This option is available only for active duty enlisted personnel of occupational field 13 (Seabees). In addition to standard STA-21 eligibility criteria, STA-21 CEC Option selectees must have at least four years of active duty (of which at least three years were in an other than formal training environment).
- Same as Core STA-21 Program except color blindness is not a disqualifying condition.
- STA-21 CEC Option Selectees incur a five-year active duty obligation upon commissioning.
- Special Duty Officer (Intelligence) Option
  - STA-21 Intelligence Option applicants must be at least 19 years old and be able to complete degree requirements and be commissioned prior to age 35.
  - This option is available only for active duty enlisted personnel of occupational field 21 (Intelligence Specialist).
  - Although STA-21 Intelligence Option applicants are strongly encouraged to pursue technical degrees, the intelligence community seeks no particular academic major, but rather desires officers who possess strong analytical ability and communication skills (both oral and written)
  - STA-21 Intelligence Option applicants must pass physical standards as prescribed in the Manual of the Medical Department, NAVMEDP-117.
  - STA-21 Intelligence Option applicants must have a TS/SCI clearance and comply with periodic security updates, as required
  - STA-21 Intelligence selectees will incur a five-year active duty obligation upon commissioning.

### Supply Corps Option

- STA-21 Supply Corps Option selectees must be able to complete degree requirements and be commissioned prior to age 35.
- STA-21 Supply Corps Option applicants must earn a baccalaureate degree in a business, engineering or math-related field. Waivers will be considered at time of application.
- STA-21 Supply Corps Option applicants must pass medical standards in accordance with the Manual of the Medical Department, Chapter 15
- STA-21 Supply Corps Option selectees will incur a five-year active duty obligation upon commissioning.

### Nurse Corps Option

- Applicants must be at least 18 years old and able to complete degree requirements by age 35.
- STA-21 Nurse Corps Option participants are exempt from the two semester Calculus and Calculus-based Physics minimum requirement of the STA-21 Core program. However, they are required to meet the math and science requirements of their Nursing degree program.
- The STA-21 Nurse Corps Option is available only at specially identified NROTC affiliated colleges or universities with nursing programs that confer a Baccalaureate Degree in Nursing that is accredited by the National League for Nursing Accrediting Commission (NLNAC) or the Commission on Collegiate Nursing Education (CCNE).
- Minor physical defects, non-organic in nature, may be waived. A person who is drug or alcohol dependent, abuses drugs or alcohol, or whose pre-service abuse of drugs or alcohol indicates a proclivity to continue abuse in the service or who has a record of any trafficking offenses is ineligible.
- STA-21 Nurse Corps Option selectees will incur a five-year active duty obligation upon commissioning.

### Operational Suitability Screening and Actions for Screening Failures

Ref BUMEDINST 1300.2, ENLTRANSMAN (Chap 3), and DGM 04-02, is established for Sailor Advocacy procedures for those Sailors transferring to an operational command upon completion of their shore tour. The operational screening should be completed at the 12-month interview with your CCC and submitted to BUPERS.

If an operational screening is returned as a failure, the following is a list of actions that can be taken.

- First you can retain the Sailor at current command until EAOS (unless needs of the Navy dictate otherwise). Next, If under PCS orders to an operational activity (Type 2, 4 or some 3), modify the PCS orders to an activity capable of providing the member with the appropriate medical care in accordance with MCA priorities. For example: the gaining command has limited

medical capabilities (FFG, DDG, CG), consider modification of orders to an activity that has a medical department (LHA, LHD, CV/N).

- The command can advise member to contact career counselor regarding submission of a conversion package to PERS 81. This option may allow the member to convert to a rating that is not as sea intensive. If none of these options will work out for the member, the member's command, via naval message (info PERS-832), to initiate a Administrative Separation processing based on MILPERSMAN Article 1910-120 and submit separation package (if warranted) to PERS-832 for adjudication.

## Team Detailing

It is a Must. I have talked to various commands that do not under-

stand the program and how it is supposed to work. It is an up-front, detailing process that allows the CCC and service members to give the detailer an advanced preference on what the service member is interested in doing or location they would like to go to. It all starts at the 13-month mark from the PRD, where the JASS updates the command's screens, that a SVM is now in the window to start interacting with the detailer and command retention team. The CCC can then conduct the 12-month interview and input the requests or comments of the service member onto the team detailing screen. This is used to make notes in the SVM record and then can be used whenever the SVM comes into the nine-month detailing window. This is a great program that is not being utilized by all commands or in the cases that I have come across, do not know how to use it.

If there are any questions about Team Detailing or any other concerns, please feel free to contact us.

## New MA Detailers On Board

The MA rate is changing and growing rapidly. In addition to detailing MA's, MA1 Burpo and I also are responsible for personnel that need MA "A" school orders. The new process means that new conversion personnel must first contact us to negotiate follow on orders before MA "A" school orders are cut. This has almost tripled our workload and may explain why some of you are having a hard time contacting your detailer. We will be expanding the number of detailers to better serve you.

The focus of the MA rate is Force Protection and Anti-terrorism. Mobile Security Detachments have been stood up in Little Creek, San Diego and Guam. I get a lot questions concerning the MSDs and what the criteria for these are. The screening requirements are below. If you do not meet

the minimum requirements, don't ask! These are not for the young and weak at heart. Anyone applying for one of these Dets that later can't pass those minimum requirements will be written to the number one priority billet at sea. The MSDs in Little Creek and San Diego are pretty much full but I still have a few billets left to the Detachment in Guam.

## Mobile Security Detachment Screening Requirements

Due to the nature of operational requirements and high physical and mental standards required of Mobile Security Detachment Personnel, the following requirements must be met prior to detaching:

- Secret Clearance Required
- Submit SF 86 prior to detaching old PDS

- Member must be physically fit IAW OPNAVINST 6110.1 (series)
- Duty will require multi-tactical/crew served weapons qual
- Duty will require high tempo boat ops on high-speed patrol craft
- Must complete operational screening
- Must complete prerequisite to obtain second class swimmer qual
- Must not have been convicted on a domestic violence charge
- Must have a valid U.S. drivers license
- Must submit required paper work to obtain official passport
- Must submit required paper work to obtain tourist passport

Please bear with us while we are trying to adjust to the fast growing MA rate, we will do our best to assist you with your needs.

<u>E-mail</u>	<u>Title</u>	<u>DSN</u>
p402	Branch Head .....	882-3602
p402cg	Branch Master Chief .....	882-3607
p402c	Rating Assignment Officer (EM/MM/GS) .....	882-3593
p402d	Rating Assignment Officer (IC/MR/HT/EN/DC) .....	882-3610
p402cd	EME7-E9 .....	882-3591
p402cd1	EME6 .....	882-3577
p402cd2	EME5 .....	882-3580
p402cd3	EME1-E4 .....	882-3592
p402cf	MME8-E9 .....	882-3607
p402cf1	MME1-E4 PAC .....	882-3579
p402cf2	MME6 .....	882-3603
p402cf3	MME5 .....	882-3589
p402cf4	MME1-E4 LANT .....	882-3578
p402cf5	MME7/SGPI .....	882-3605
p402cf6	MM Avails/"A" Schools .....	882-3544
p402cg	GS/GSE/GSME7-E9 .....	882-3599
p402cg1	GSE/GSME6 .....	882-3612
p402cg2	GSE/GSME1-E4 .....	882-3614
p402cg3	GSE/GSME5/Schools .....	882-3587
p402dc	ICE6-E8 .....	882-3594
p402dc1	ICE5 .....	882-3611
p402dc2	ICE1-E4 .....	882-2847
p402de	MR/IM/OM/3M E6-E9 .....	882-3582
p402de1	MR/IM/OME1-E5 .....	882-3595

p402df	HTE6-E9 .....	882-3576
p402df1	HT E5/"C" Schools .....	882-3597
p402df2	HT E1-E4/"A" Schools .....	882-3584
p402dg	ENE6 .....	882-3598
p402dg1	ENE7-E9 .....	882-3613
p402dg2	ENE1-E4 .....	882-3585
p402dg3	EN E5/Schools .....	882-3586
p402di	DCE7-E9 .....	882-3601
p402di1	DCE5-E6 .....	882-3588
p402di2	DCE1-E4 .....	882-3615
p402a	Admin Supervisor .....	882-3604
p402a1	Admin Support .....	882-3600
p402a2	Admin Support .....	882-3590
p402a3	Admin Support .....	882-3600

Switchboard Number : DSN 882-3600 or Comm (901) 874-3600

Fax: DSN: 882-2734 or Comm (901) 874-2734.

E-mail: Replace xxxx in the following example with your detailer's E-mail code: xxxx@persnet.navy.mil.

p402B	Branch Head .....	882-3711
p402B1	Supply RAO .....	882-3731
p402B2	Admin RAO .....	882-3709
p402B3	Deck RAO .....	882-3712
p402DK	Branch LCPO/DK E6-E9 (DK Lead) .....	882-3749
p402BA	Admin Support .....	882-3711
p402BA1	Admin Support .....	882-3710
p402BA2	Detailer Asst. ....	882-4758
p402BA3	Detailer Asst. ....	882-2344
p402BA4	Detailer Asst. ....	882-2346
p402BA5	Detailer Asst. ....	882-2345
p402YN	YNE7-E9 .....	882-3761
p402YN1	YNE6 .....	882-4917
p402YN2	YNE5 .....	882-3733
p402YN3	YN E1-E4 & "A" School .....	882-4847
p402PN	PN E7-E9 (PN Lead) .....	882-4049
p402PN1	PNE5-E6 .....	882-3753
p402PN2	PN E1-E4 & "A" School .....	882-3735
p402JO	JO & RP .....	882-3752
p402LN	NC/LN/DM .....	882-3737
p402BM	BM E7-E9 and Harbor Pilots (BM Lead) .....	882-3713
p402BM1	BME6 .....	882-3739
p402BM2	BME5 LANT .....	882-3738
p402BM3	BME5 PAC .....	882-3740
p402BM4	BME1-E4 .....	882-4637
p402MA	MA E6-E9 (MA Lead) .....	882-3730
p402MA1	MA E1-E5 .....	882-3750
p402SM	SME6-E9 (SM Lead) .....	882-3726
p402SM1	SME1-E5 .....	882-2364
p402QM	QME6-E9 (QM Lead) .....	882-3728
p402QM1	QM E1-E5 & "A" Schools .....	882-3727
p402MS	MS E7-E9 (MS Lead) .....	882-3741
p402MS2	MS E6 & "C" School .....	882-3714
p402MS1	MS E5 Sea .....	882-3716
p402MS3	MS E5 Shore .....	882-3742
p402MS4	MS E1-E4 Shore .....	882-3715
p402MS5	MS E1-E4 Sea & "A" School .....	882-3717
p402SH	SH E6-E9 (SH Lead) .....	882-3743
p402SH1	SH E5 & "C" School .....	882-3719
p402SH2	SH E1-E4 & "A" School .....	882-3744
p402SK	SK E8-E9 (SK/AK Lead) .....	882-3724
p402SK1	AK/SK E7 .....	882-3745
p402SK4	AK/SK E6 Shore .....	882-3746
p402SK2	AK/SK E6 Sea .....	882-3748
p402SK3	AK/SK E5 Sea .....	882-3747
p402SK5	AK/SK E5 Shore .....	882-3723
p402SK6	AK/SK E1-E4 Sea & "A" School .....	882-3722
p402SK7	AK/SK E1-E4 Shore .....	882-3721

p402PC	PC/LI .....	882-3720
p402DK1	DKE1-E5 .....	882-3725

FAX MACHINE - COMM; (901) 874-2637/DSN: 882-2637

p402c	Surface Enlisted, Combat Systems Officer .....	882-3791
p402et	402C Combat Systems MCPO .....	882-3786
p402c1	Rating Assignment Officer (ET/IT) .....	882-3769
p402fc	Rating Assignment Officer (FC/OS/GM) .....	882-3762
p402st	Rating Assignment Officer (STG/MN/TM) .....	882-3772
p402st	STG Rating Lead E7-9 Detailer .....	882-3772
p402st1	STG E1-6 Detailer (PAC) .....	882-3773
p402st2	STG E1-6 Detailer (LANT) .....	882-3787
p402st3	STG Schools Coordinator .....	882-3757
p402mn	MN Rating Lead E1-9 Detailer/Schools .....	882-3760
p402tm	TM Rating Lead E1-9 Detailer/Schools .....	882-3774
p402fc4	FC Rating Lead E6-9 Detailer .....	882-3848
p402fc1	FC E1-5 Detailer (LANT) .....	882-3763
p402fc2	FC E1-5 Detailer (PAC) .....	882-3764
p402fc3	FC Schools Coordinator .....	882-3780
p402fc4	FC E6 Detailer .....	882-3848
p402gm	GM Rating Lead E7-9 Detailer .....	882-3781
p402gm1	GM E1-6 Detailer (PAC) .....	882-3782
p402gm2	GM E1-6 Detailer (LANT) .....	882-3790
p402os	OS Rating Lead E7-9 Detailer .....	882-3788
p402os1	OS E5 Detailer (PAC) .....	882-3211
p402os2	OS E6 Detailer .....	882-3776
p402os3	OS E1-4 Detailer .....	882-3759
p402os4	OS E5 Detailer (LANT) .....	882-3789
p402os5	OS Schools Coordinator .....	882-3758
p402et	ET Rating Lead E7-9 Detailer .....	882-3786
p402et1	ET Schools Coordinator .....	882-3768
p402et2	ET E1-6 Detailer (LANT) .....	882-3796
p402et3	ET E1-6 Detailer (PAC) .....	882-3770
p402et4	ET E1-6 Detailer (PAC) .....	882-3771
p402et5	ET E1-6 Detailer (LANT) .....	882-3795
p402it	IT Rating Lead E7-9 Detailer (LANT) .....	882-3792
p402it1	IT E5 Detailer (LANT) .....	882-3765
p402it2	IT E5 Detailer (PAC) .....	882-3793
p402it3	IT E7-9 Detailer (PAC) .....	882-2365
p402it4	IT E6 Detailer (LANT) .....	882-3783
p402it5	IT E1-4 Detailer (PAC)/C-Schools .....	882-3784
p402it6	IT E1-4 Detailer (LANT) .....	882-3785
p402it7	IT E6 Detailer (PAC) .....	882-3736
p402ca	Admin Supervisor .....	882-3090
p402ca2	Admin Support .....	882-3779
p402ca3	Admin Support (FLTRES) .....	882-3778
p402ca4	Admin Support (FC/GM/OS) .....	882-3065
p402ca5	Admin Support (ET/IT) .....	882-4237
p402ca6	Admin Support (STG/MN/TM) .....	882-3794
p402	Enlisted Surface Assignments .....	882-3852
p402d	Sea Special Programs Officer .....	882-2337
p402mcpo	Senior Enlisted Advisor .....	882-4987
p402d1	CVN 76 Detailer .....	882-2305
p402d2	LCAC/New Construction Detailer .....	882-3845
p402d3	New Constuction Detailer .....	882-3846
p402d6	New Constuction Detailer .....	882-4729
p402d7	New Constuction Detailer .....	882-3847
p402d8	New Constuction Detailer .....	882-3854
p402d10	New Constuction Detailer .....	882-2306
p402d11	New Constuction Detailer .....	882-3853
p402d5	Decommissioning Coordinator .....	882-3857
p402d9	Decommissioning Coordinator .....	882-3851
p402d4	Women in Ships Coordinator .....	882-3850
p402da	Administrative Supervisor .....	882-3844
p402da1	New Construction Assistant .....	882-3856

Greetings. I'm Captain Steve McShane, the new Head of Submarine and Nuclear Power Enlisted Detailing. I relieved Captain Roy Harkins in July and I am thrilled to be part of your detailing team. I am impressed with the superior legacy that Captain Harkins turned over to me, and I am particularly pleased to assure you that your detailing teams are working hard at getting the best for you and the Navy.

Congratulations to the recently selected FY03 Chief Petty Officers. As always, the competition was extremely tough: the overall Navy selection rate was 27% while the non-nuclear submarine ratings saw a 39% selection rate overall and the nuclear surface and submarine ratings saw a 35% selection rate overall. Two important conclusions can be inferred from these numbers: submarine Sailors and surface nuclear Sailors are among the best in the Navy AND the Navy needs more of you to stay on active duty in positions of increased responsibility to fill out the senior ranks (our promotion percentages are driven by the needs of the Navy... and the Navy needs you).

Advancement opportunities, in general, should be on the rise in the years to come. By changing our High Year Tenure service limits at the end of next fiscal year, we will ensure a healthy advancement opportunity for both those now entering the service and for those Petty Officers currently serving.

As you consider your own career path, you will find that there is always somebody to talk to or a place to get information - both internal to your command and outside your command. Your Command Career Counselor possesses a wealth of information and I encourage you to tap into his expertise. Additionally, be aware that your Command Career Counselor has immediate access to our Command Team Counselors here in Millington who possess an even deeper pool of information and options. Together, they work for you as your advocates to get you the best options for your next tour.

Finally, your detailers stand ready to assist anytime you need to call them. I encourage you to take a look at their enclosed entries in this edition of *Link-Perspective*, and naturally I urge you to pick up the phone and take advantage of Pers 403's tools as we remain at your disposal while charting your career course. Again, I am thrilled to be here in Millington and looking forward to serving your needs.

## Nuclear Community

N133 has put a full court press on identifying and correcting issues of pay for nuclear-trained Sailors. Input from the waterfront made it evident that getting Special Duty Assignment Pay (SDAP) started or having it raised to the supervisory level was a process not working as fast or as well as it should be. EMC M Demerchant has worked very closely with every PSD servicing nuclear Sailors and has points of contact onboard every CVN to help eliminate the problems that have been occurring. He has also established a direct line to the folks at PERS-8 and has the ability to rapidly fix almost all problems associated with SDAP. If your people have to wait more than two pay periods to get their pay, then pick up the phone and give him a call. Together, we can make this a non-issue.

EMCM Demerchant's email address and phone number are included here so that the EDMC's and RDMC's can write it down and have it readily available. N133 can be one of your greatest

advocates for any ideas you have for personnel issues, or for assisting in the care of your Sailors. EMC M Demerchant's email address is N133D2@bupers.navy.mil and his phone numbers are (703) 697-7951 or DSN 225-7951.

We are always interested in obtaining feedback from the waterfront regarding personnel issues you are encountering or any new ideas you have considering issues we are working. During the next couple of years we are looking at expanding our shore footprint at maintenance activities in the nuclear fleet concentration areas. We are also evaluating boosting some Nuclear SDAP levels, potentially as early as FY-04. For the submarine community, we have recently achieved the first increases for SUBPAY since 1988, NAVADMIN 303/02 DTG 291444 AUG 02 refers.

It can not be stressed enough how much we want your ideas and opinions or how easy it is to get a hold of us. Call or email us anytime.

## Submarine Pay Program

MMC(SS) John Crook, reporting from the USS CHICAGO (SSN-721) has relieved EMC(SS) Joseph Mangin as the Enlisted Submarine Pay Program Monitor (N133D3). His job, as the Submarine Pay Program Monitor, is to ensure that the 22,000 enlisted submariners entitled to SUBPAY are receiving it and to assist them in maintaining that entitlement as allowed by law. In this article we will discuss a common problem experienced in the fleet with SUBPAY, including items to check if you think your Continuous Submarine Duty Incentive Pay (CONSUBPAY) has stopped erroneously.

High Year Tenure (HYT). If you are approaching HYT, you cannot legally extend past your HYT date without a HYT waiver. So, without an approved HYT waiver, you also cannot maintain your entitlement to CONSUBPAY. For example, suppose you are a first class petty officer with exactly 17 years of service, transferring to a three-year shore tour. Since you meet all the other requirements for CONSUBPAY, you decide to extend for an additional 14 months past your PRD to attempt to keep your CONSUBPAY. This is not allowed without an approved HYT waiver. This also applies to those whose EAOS has been extended past their new HYT dates per the message sent out in July 2002 (DTG 081623Z JUL 02). If, after reading the instruction, you have questions relating to SUBPAY, please do not hesitate to call or email MMC Crook. His phone number is (703) 695-1276 and his email address is N133D3@bupers.navy.mil.

## Submarine Executive/Supply Departments

You know, we usually say sea duty, sea duty, sea duty. We still say that and now I am adding Pearl Harbor sea duty to be more specific. I need you senior MS's who are eligible for shore duty to take the challenge and reap the rewards of an overseas sea duty assignment in Pearl Harbor. It can be a wonderful experience and I will be more than happy to discuss specific Quality of Life questions or concerns you may have.

In addition, feel free to contact the guys already out there - most enjoy it once they are there and I think you will too.

Because I'm a STAR! We receive phone calls from some of you who believe that STAR re-enlistment is dead. It's not. It's still alive

and well. Call MSCS(SS) Wilson to discuss the specifics.

Things are really looking good in the Storekeeper community. We really appreciate all of you who are stepping up to the plate and are willing to take the challenging jobs. Most of you are excelling and it's very satisfying to hear all of your great accomplishments.

Finally, to the Yeoman out there, we ask that you take the plunge as you enter the senior enlisted ranks. We receive many phone calls asking, "What can I do that's different?" Most of these calls are from those of you who are doing your third or fourth Leading Yeoman tour. To those of you who ask that question, we say this: Come from behind the desk and qualify in advance watch stations. If you are a careerist – which you probably are at this point – then start mapping out your strategy to become a COB. Becoming a valued watchstander on your boat as a COW or DOOW paves the way to promotion opportunities as reaffirmed by this last E-7 board!

### Navigation/Operations Corner

The Navy needs you to consider attending a "C" school and being awarded a 14CM, 14EM, or 14TM NEC. Your personal enhancement and contribution to the Navy after completing these milestones in your career will be significant. As you know, SRB award levels remain high in these areas.

Training is critical to your career success and professional development. If you are serving on your first enlistment and desire to attend the 14NM school, please contact your Detailer. We are currently utilizing two options:

1. Complete 36 months of your first initial sea tour, attend the course and complete 24 months on board a different platform.
2. Complete approximately 48 months of your first sea tour, attend the 14NM pipeline and receive follow-on orders to Submarine School New London.

The good news doesn't end there. Recently, as many of you are aware, the broadcast control authority in the Pacific shifted from GROUP NINE to GROUP SEVEN – In other words, from Bangor, Washington, to Yokosuka, Japan. Let's say it like this: If you have an opportunity to serve overseas, do so. It's a great opportunity for you and your family. To make the deal a little sweeter, Location Selective Reenlistment Bonus (LSRB) was recently applied to the ET (Communications) billets for GROUP SEVEN. The

LSRB and other pay and allowances means that you'll be making more money at GROUP SEVEN than at any other job. If you're interested, contact us right away.

### Submarine Weapons Department

Remember a couple of issues ago, we spoke about the LAN requirement at-sea and how we needed volunteers? Well, we still do. Remember that we also said that we would start sending personnel to the ISA or NSVT courses enroute to their next duty station regardless of whether they are filling a LAN requirement or not? Well, we still will. Remember how we also mentioned that this is a great opportunity to add an additional skill to your skill set? Well, it still is. Have any other questions? Please give FTCS(SS) Stagner a call.

Before we leave the topic of FT's, let us mention one more time: the Navy could really use you at Submarine School New London. To make the deal even sweeter, we'll throw in a NSVT/ISA course for you if everything lines-up.

Speaking of instructors, there are opportunities out there for you STS's as well – the benefits of Instructor Duty follow. First, there is the opportunity to earn your Master Training Specialist qualification. Second, you play a significant role in developing our future talent. Third, Instructor Duty is considered a challenging shore assignment. It's great for the resume and it sends a strong signal to selection boards that you are willing to take the hard jobs at-sea and ashore.

### Post EDMCs NPTU Needs You

Many people wonder what is left after an EDMC tour. This is a great time to use your experience to help mold the future operators of the nuclear power program. There are many opportunities for senior and master chief petty officers at NPTU Charleston. Senior and master chief petty officers are specifically needed to provide the same type of oversight they do as EDMC's on submarines and nuclear surface ships. Charleston has a lot to offer – a lot of history, great restaurants, close to many outstanding vacation spots (ideal for those four day breaks), beautiful weather, low cost of living, and some of the best educational opportunities at any of our shore duty locations. Many universities in the area have degree programs tailored around the working hours at NPTU. A special duty assign-

ment pay of \$350 per month helps lessen the impact of the loss of sea pay.

I also encourage you to consider shore duty in Pearl Harbor. I have several openings at the shipyard and it's a great way for you and your family to spend some time in a great area while you are not going to sea.

*EMCM(SS) James Allie  
Submarine Nuclear CPO Detailer*

### Nuclear MM(SS) Information Update!

Sea Duty. Currently, the prescribed sea tour (PST) for Sailors on their initial sea tour is 54 months. PST for E-6 and below Sailors on their second and subsequent sea tours is 60 months. Usually, PRD's are set to coincide with your PST, unless you are serving on a boat in Pearl Harbor, HI or Agana, Guam. PRDs for these homeports are set to coincide with a 36-month DOD area tour. If on Guam, PST is essentially three years for all career personnel and you can actually expect to rotate to shore duty after three years. In Pearl Harbor, the PRD is initially set to 36 months to allow use of OTEIP benefits when making an extension to meet your required PST. If you choose to not complete your PST and transfer at your PRD, you will be required to transfer to another sea tour for at least two years. As such, billets on SSN's in Pearl and Guam become available more frequently than those on board boats homeported in CONUS. What does this mean to you? It means that many opportunities exist for assignment to Pearl Harbor and Guam, particularly for those who are looking for an LPO job. If you want to leave sea duty prior to completing your PST, give me a call and we can discuss specifics. I can generally consider sea duty waivers for NPTUs, Tender Duty, Recruiting Duty and some IMA assignments.

- Shore Duty. Instructor jobs of any kind are in very high demand right now. IMA's in every homeport need hard charging Sailors to keep our submarines in top material condition. If you are looking for a job away from the fleet concentration areas, Recruiting Duty assignments are available all over the country. Give me a call and I can tell you what locations are available.
- Tender Duty. USS FRANK CABLE (AS-40), home ported in Guam has increased their manning to support the home porting of three SSNs in Guam. This is an outstanding opportunity to serve abroad and visit exotic ports of call.

Single Sailors live in housing vice on the ship and the DOD schools are top-notch. A cost-of-living allowance is another great benefit. If you're interested in this terrific opportunity, give me a call.

- NR-1. If you want to qualify EOOW or OOD, NR-1 is a great place to get it done. The Navy's deepest diving nuclear-powered submarine needs hard charging, highly qualified Sailors to keep things running. Talk about career enhancement – historically, advancement is exceptionally high for NR-1 Sailors. If you were upper half at prototype and power school and you're interested in being screened for this professionally and personally rewarding assignment, send me a 1306 with copies of your last three evaluations. As always, feel free to give me a call.
- New Construction. I am currently taking applications for the third Virginia-class submarine, USS HAWAII. I will be selecting four MM1's, four MM2's, and two MM3's to bring the HAWAII into the deployment cycle. To be eligible you must have completed a minimum of 12 months at sea and be qualified on the applicable watchstation for your paygrade (EWS for MM1's, ERS for MM2's). Schools start in spring 2003 and the crew arrives to the boat in early summer. If you are interested, give me a call or send me a NAVPERS 1306/7.

If you have any questions or just want to find out how things are looking for your next duty assignment, don't hesitate to give me a call or send me an email. You don't have to be in your negotiating window to give me a ring.

*MMC(SS) Terry Nystrom  
Submarine Nuclear MM E4-E6  
(3355/3365) Welder Detailer  
PERS-403CG*

## **Submarine EMs, Plan For Your Future**

Since taking over as your detailer, one of the most common questions I receive is "where can I go at this time?" This is a pretty vague question, so I usually reply with a question of my own, such as "what are your career plans?" The reason I ask is because many of us don't really think much past the next two to three years. One of the things we need to maintain is a realistic expectation of what assignments are available. Generally speaking, we all have a Prescribed Sea Tour (PST) of 54 months for the first sea tour, and 60 months for any following sea tours. Anything less than that requires a waiver, and waivers are limited in availability.

Split sea tours are possible, but unless you have been in the area for 36 months, they are usually from one boat to another in the same homeport. You will generally have to do at least 24-36 months on the new boat, to meet minimum time on station requirements. These are general requirements and patrol/deployment cycles or other boat specific requirements (NUCON/DMP/overhaul schedules) can effect transfer dates. I rely heavily on LPOs to shape reasonable assignment expectations for their people.

If you want to qualify Enlisted Surface Warfare Specialist and transfer from a submarine after only three years, consider a challenging assignment on board USS FRANK CABLE (AS-40) homeported in Guam or USS EMORY S. LAND (AS-39) homeported in La Maddalena, Italy. You may be able to negotiate for a two-year tour on the tender, with a two-year follow-on shore tour, or you can do a three-year tour on the tender. There are numerous incentives inherent to an overseas tender tour, including COLA, OTEIP/COT

benefits, and the obvious opportunities to travel abroad.

Submarine NR-1 is another option available for some. I am always looking for qualified applicants, since many crewmembers leave early for commissioning programs. If you are interested, review the requirements in the Enlisted Transfer Manual and submit your 1306/7. You will be required to qualify EOOW and OOD on NR-1, so the screening is pretty thorough.

Initial manning for PCU HAWAII will be in July of 2003. I am starting to take requests for this rewarding duty now, with the initial group going to training en route in late spring of 2003.

Shore duty options include Nuclear Instructor Duty at our NPTUs and NNPTC/NFAS. The schoolhouses in each homeport also have Instructor Duty billets. Additionally, there are also numerous IMA jobs available, such as a RADCON Technician or as a general nuclear technician. Recruiting Duty is another option, and it is possible to transfer to a Recruiting Duty billet after as little as four years of sea duty.

The key in planning your next assignment is realistic expectations. Be proactive and have a plan. Your command has a plan for manning, but it is up to you to plan your career. Talk to your LPO and your Career Counselor, and use your career review boards to keep the command informed about your desires. Please don't hesitate to call or email me. No question is unimportant.

*EM1(SS) John Bowler  
Submarine Nuclear EM E4-E6 (3354/3364) Detailer  
PERS-403CF*

## **Nuke ETs Needed In Groton - PCU HAWAII/NR1**

Congratulations to our new First and Second Class Petty Officers. First Class Petty Officers need to complete qualification as Engineering Watch Supervisor and start preparing for selection as a Chief Petty Officer. ET2s should pursue EWS qualifications after completion of their senior in-rate qualification. This allows much greater flexibility in negotiating for your next set of orders. It is much easier to sell the idea of a split-tour to another homeport if you are a hot running ET2 who is seeking an ET1 billet.

Initial manning for the PCU HAWAII (SSN 776) will commence in Jun of 2003; design school in April of 2003. This ship is the third of the new Virginia-class submarines and will be built in Groton, CT. If you are a senior in-rate or watch supervisor qualified ET3, ET2, or ET1 and interested in this assignment, you need to submit a 1306/7 with your last two evaluations as soon as possible. Screening requirements dictate you must have at least one year of sea-time, no NJP for the last year, and complete a full tour onboard lasting 12 months beyond the ships commissioning date (or until approximately June of 2008). The ultimate homeport for the HAWAII is undetermined but anticipate staying in Groton at least through the post-shipyard availability (PSA).

Consider a challenging tour on Submarine NR-1. NR-1 is a small nuclear-powered research deep submergence submarine. This submarine has a small crew consisting of 3 officers, 15 nuclear enlisted, and 7 non-nuclear enlisted personnel. This ship performs a variety of military and civilian missions: geological surveys, ancient wreck discovery (old Greek galleys, USS Monitor, SS Andrea Doria), NSTB investigations (Space Shuttle Challenger, Egypt Air Ft 900), and general lost and found type activities. Enlisted nuclear-trained personnel qualify view port watch, helm, JOOD (an AEA, ERS, AOW, AEF, Galley Watch Captain combo), EOOW, and OOD. All sea

returnees qualify JOOW on the SSV Carolyn Chouset, NR-1's support vessel, which is operated by a contingent of Merchant Marines. To screen for duty on NR-1, you must have completed qualifications as EWS and be in the upper half of NPS and NPTU class standings. Send me a 1306/7 with your last five evaluations and I will prepare your package for screening. Upon completion of a successful screening, you will be flown to NRHQ in Washington D.C. for an interview with NAVSEA-08.

I look forward to talking with you on the telephone or on my next detailer visit to your homeport. Please do not hesitate to call any of the nuclear detailers with your questions and concerns.

*ETI(SS) Wayne Bixby*  
*SUBMARINE ET 3353/3363 (E6 and below) Detailer*  
*PERS 403CE*

## Nuclear EMs/ETs – MUSTER UP!

So how's that sea time clock doing? Ticking away pretty slowly I bet. Have you had enough yet? Are you an EM/ET that has qualified your Senior-in-rate watchstation, ESWS, and are working on your first sea tour with 2 or more years complete? If the answer to these questions is yes, then you're in luck! Imagine roughly 3 years of shore duty, shaded from the sun by 100-year-old live oak trees covered in Spanish moss all in wonderful Charleston, SC. That's right, rolling off of your current sea tour with as little as 3 years of time "on the pond", and moving south to where the pace of things is just a little slower and life is just a little more enjoyable (no underway schedule there!), is yours for the asking! All that's

required of you to initiate the screening process is a 1306/7 requesting instructor duty at NPTU Charleston, SC. As always, screening is required for nuclear instructor duty. Now, if you're thinking "well, I really want to finish this deployment/would like to do one more spin around the Indian Ocean or haven't quite finished with your ESWS qualifications, no problem! Go ahead, fill out your 1306/7 and be sure to identify your "Earliest/Latest" dates at the top or prospective qualification date for ESWS, and send it in! Once your screening is completed, it remains effective for up to 12 months. This will give you plenty of time to complete your warfare qualifications, or say goodbye to the Gulf just one more time.

The search for qualified Nuclear Instructors continues and you may just be the one to fill the bill! As a reminder, all Instructor jobs at NPTU Charleston are "first come – first serve". If you're newly reported onboard your first sea command and haven't gotten to your 2 year point yet, then start lining yourself up to be competitive for an Instructor billet now. Get involved with the training of others, develop and present lectures, become a designated qualification card/board signer, make your mark with sustained superior performance and ensure that this is documented on your periodic evaluations. Furthermore, advanced qualifications never hurt. Qualify out-of-rate watchstations, drop a chit to qualify watch supervisor, help yourself by going "above and beyond", rather than spending your off-duty time on the mess decks. As always, don't hesitate to email or call me with any questions you may have.

*EMCS(SW) Patey*  
*PERS-403CL*

E-mail	Title	DSN
p403	Branch Head .....	882-3636
p403b	Asst Branch Head .....	882-3626
p403eh	PERS-403 Master Chief, "D/E" Shop RAO, COB/CMC Detailer .....	882-3639
p403a	Admin Officer .....	882-3633
p403a5	CMD TEAM DETAILING .....	882-3650
p403at	CMD TEAM DETAILING .....	882-4617
p403ac	NUCON/OVHLS/DMP/DEACTS .....	882-3643
p403d	"C" Shop Placement Officer/Fleet Manning Monitor .....	882-3623
p403c	"C" Shop Rating Assignment Officer .....	882-4696
p403cb	"C" Shop Asst Rating Assignment Officer .....	882-3644
p403cc	Submarine/CNO Special Projects .....	439-9433
p403cd	Nuclear Submarine CPO .....	882-3627
p403ce	Nuclear ET E1-E6 3353/63 .....	882-3645
p403cf	Nuclear EM E1-E6 3354/64 .....	882-3624
p403cg	Nuclear MM/Welders E1-E6 3355/65 .....	882-3628
p403ch	Nuclear MM ELT E1-E6 3356/66 .....	882-3630
p403ci	Nuclear ET E1-E6 3383/93 .....	882-3651
p403cj	Nuclear Surface CPO .....	882-3648
p403ck	Nuclear EM E1-E6 3384/94 .....	882-3631
p403cl	Nuclear Instructor .....	882-3647
p403cm	MM(Aux) E6-E9/3M .....	882-3629
p403cn	MM(Aux) E1-E5 .....	882-3625
p403cr	Nuclear MM E1-E6 3385/95 .....	882-3632
p403ct	Nuclear MM ELT E1-E6 3386/3396 .....	882-2357
p403e	"D/E" Shop Placement Officer/Fleet Manning Monitor .....	882-4933
p403dc	"E" Shop ARAO, ET CPO Detailer .....	882-3641
p403de	MT .....	882-3649
p403ec	Submarine ET E1-E6 Detailer .....	882-3619
p403df	MM(Weps) .....	882-3642
p403dg	FT .....	882-3621
p403dl	STS E1-E5 .....	882-3616
p403dh	"D" Shop ARAO/STS E6-E9 .....	882-3646
p403dc	"E" Shop ARAO, ET CPO Detailer .....	882-3641
p403ec	ET E1-E6 4732/14NO/IC/QM/TG/SF/14NM + Pipeline, SSN .....	882-3619
p403ed	ET E1-E6 23XX/14RM/ET/TM/HH/HB/14EM/CM + Pipelines .....	882-3637
p403ek	ET E1-E6 33XX/XM/XO/Nav/Comm/Accessions/14SM + Pipeline, SSBN .....	882-3652
p403ef	YN .....	882-3620
p403eg	MS .....	882-3638
p403ej	SK .....	882-3640
p403f	Pipeline Training Coord .....	882-3617
p403fc	Nuclear Power/Training, Medical Waiver, .....	882-3634
	Sub Vol/Disqual/Conversion Coordinator	

**From the RAO**

We want to congratulate all the new Chiefs. While we have enjoyed robust numbers in the last few years, several determining factors continue to make a difference. Sea duty, Warfare pins and leadership positions go a long way towards selection into the CPO ranks. Do not allow the new High Year Tenure (HYT) policy sneak up on you. Take the hard jobs early!

An application in JASS is considered the same as a Sailor saying, "Yes, I want this billet!" It should not be submitted haphazardly or without careful consideration. Further, ensure the job meets your rotation. We are seeing way too many applications for back-to-back CONUS shore duty. It can't be said enough: *take the hard jobs early* in your career. Whether it is PCS or Direct Support, if you are a First class Petty Officer and have not had at least one Surface, Subsurface, or Aircrew tour, expect to go.

**CTA**

As always, sustained superior performance, diversity of duty and taking the "hard tours" are key factors in selection to Chief. The average TIS for the 20 CTA FY03 CPO Selectees was 14.6 years (w/PCS afloat-13.8; w/o PCS afloat-15.8). Their backgrounds included: PCS afloat (13), Staff duty (15), Type 3 (15), DCS (7), Reserve Center (7), and Sailorization tours (RDC, Instructor, Recruiting) (3). While this information provides junior Sailors a sense of what is required for selection to CTAC, specific tours alone will not lead to advancement. Taking those leadership positions and excelling in every job, volunteering for and "working" collateral duties all increase your chances for promotion. Personal growth is also important not only for advancement but also for your future. Go to college and get your degree. Good luck and keep chargin'!

**CTI**

We are getting a lot of requests for intermediate and advanced language training. While we want to give everyone who desires language training the opportunity to go, it is the Sailor's responsibility to ensure he/she meets eligibility requirements. Applicants for intermediate language training must score at least 2/2 on the DLPT. Personnel who score 2+/2+ or higher are not

eligible for intermediate language training as they already meet or exceed the course graduation goal of DLPT 2+/2+. Advanced language training applicants must score at least 2+/2+ on the DLPT. Personnel who score 3/3 are ineligible for advanced language training as they already meet the course graduation goal of DLPT 3/3. Submit a NAVPERS 1306/7 if intermediate or advanced language training is desired. Keep in mind DLPT scores must be current to within one year of the class convening date of the program you wish to attend.

**CTO**

One thing 29 of the 31 CPO Selectees had in common was — you guessed it — sea duty. Superior performance at sea is very important to your career advancement. The next time you are on JASS looking for your next possible duty station, take a hard look at those sea billets! If you are an E6 and have not been to sea, expect to do so soon! We think you will find sea tours personally and professionally rewarding!

**CTM**

The statistics for this year's CPO Selectees are very similar to previous years. This cycle: 17 of the 19 selected had or were on sea duty while 5 of those had submarine direct support (DIRSUP). The submarine service CTMs (NEC 9238) make up just 5% of the CTM community, yet they were 27% of the advancements to Chief. It's no secret that while submarine DIRSUP is very tough duty, it is also very rewarding duty both professionally and personally as it provides junior Technicians with opportunities for significantly increased responsibility. You will get great experience in the equipment installation field, UNIX software as well as electronics and RF theory. Since the school has been shortened so it is no longer a PCS school, follow on orders can be issued in conjunction with the school. If you are interested in submarine DIRSUP, simply submit a NAVPERS 1306/7 requesting NEC 9238 training and state you volunteer for submarine duty.

**CTT**

As we welcome CTTC(NAC) Andy Wilson as the new senior detailee, we bid a

fond farewell to CTTC(SW) Romano. Hats off to Chief Romano who had an extremely successful detailing tour and accomplished many great things on behalf of the rating.

The merger remains on track for October 2003. Each month, more EWs with completed final clearances are taking orders to CTT shore duty and aircrew sites. We also have placed EWs in SPECWAR and PC (patrol craft) billets. Success stories continue to mount.

For career planning purposes, remember that tours in Japan, Hawaii, England and Rota no longer count as sea duty unless you are attached to a ship, direct support shop or deploying squadron. Australia (Alice Springs), Diego Garcia, and Bahrain still count as sea duty tours for rotation purposes.

Experienced Sub duty personnel - we need you in Hawaii (sunsets, beaches, brand new base housing, and generous COLA allowances). Call today!

**CTR**

AIS 9300 series, 2735 and 2780 NECs are no longer available for CTRs. If you already have an AIS NEC, you can apply for a valid CTR 9300 billet. The CTR 9300 billets are being phased out and should be out of the system by October 2003.

Due to command closures and mission realignments, the number of overseas duty opportunities has decreased while PCS afloat opportunities have increased. Plan your career path accordingly.

**IS**

Ever consider attending the Joint Military Intelligence College? Qualified IS personnel can apply for the Undergraduate Intelligence Program, Bachelor of Science in Intelligence, Postgraduate Intelligence Program and Master of Science of Strategic Intelligence programs. For eligibility requirements, visit the P408 web site at [www.persnet.navy.mil/pers408/index.html](http://www.persnet.navy.mil/pers408/index.html). Additional information can be found via DIA's link at [www.dia.mil/Site5/Aboutdia/jmic/index.html](http://www.dia.mil/Site5/Aboutdia/jmic/index.html). As always, feel free to call the IS detailee with any questions. It's never too early to start planning, submission deadline is 30 Sep 03.

We have 56 new Chief Petty Officers who have undergone training to take on the new challenges and responsibilities that come with the wearing of the Chief's anchor. As in years past, the key to selection was sustained superior performance, with an emphasis on leadership at sea. There have already been several e-mails circulating with many specifics from the Board. Please contact us if

you have not seen this information so we can get it to you.

Navy end-strength numbers and drastic increases in accessions and retention have caused some changes in conversions and strikers. We are being much more selective with conversion requests. *All strikers must* be approved by the EW TECHAD (CNO N132D8G). Low ASVAB scores are one of our biggest challenges; please be sure to carefully screen this requirement prior to submitting a Sailor's package to the TECHAD.

E-mail	Title	DSN
p408	Branch Head .....	882-3821
p408c	Rating Assignment Officer .....	882-3841
p408cb	Branch Master Chief .....	882-3824
p408cd	IS E6-E9 Rating Lead .....	882-3842
p408cd1	IS E1-E5 .....	882-4462
p408ce	CTI E6-E9 Rating Lead .....	882-3842
p408ce1	CTI E1-E5 .....	882-3842
p408cf	CTM E6-E9 Rating Lead .....	882-3842
p408cf1	CTM E1-E5 .....	882-3842
p408cg	CTO E6-E9 Rating Lead .....	882-3842
p408cg1	CTO E1-E5 .....	882-4693
p408ch	CTR E6-E9 Rating Lead .....	882-3842
p408ch1	CTR E5-E6 .....	882-3842
p408ch2	CTR E1-E4 & Schools .....	882-3842
p408cj	CTT E6-E9 Rating Lead .....	882-3842
p408cj1	CTT E1-E5 .....	882-3842
p408ck	CTA E1-E9 Rating Lead .....	882-3842
p408cl	EW E6-E9 Rating Lead .....	882-3825
p408cl1	EW E1-E5 .....	882-3834

Fax: DSN 882-2650 or Comm (901) 874-2650.

E-mail: Replace xxxx in the following example with your detailer's E-mail code: xxxx@persnet.navy.mil

## SHORE SPECIAL PROGRAMS

SHORE SPECIAL PROGRAMS  
PERS - 4010

### Opportunities in Shore Special Programs

PERS-4010 details to a variety of assignments such as Recruit Division Commander, Military Entrance Processing Stations, USS CONSTITUTION, USS ARIZONA Memorial, Navy Recruiters, Physical Security Duty, Brigs, Navy Absentee Collection Unit, Equal Opportunity Advisers, Drug and Alcohol Counselors, U.S. Navy Ceremonial Guards, and Naval Leadership Training Unit Instructors. We also detail Flag Writers, Flag Mess/Enlisted Aides, White House Communications Unit, Camp David, NATO, JOINT and PEP commands, Washington DC/Millington Staff placement, and "A"

School Assignments. For up-to-date billet availabilities, please visit our Web site at [www.bupers.navy.mil/pers4010/index.html](http://www.bupers.navy.mil/pers4010/index.html) or contact the appropriate detailer.

The majority of Shore Special Program Assignments require the completion of a command screening prior to orders being issued. The screening requirements can be found in Chapter Nine of the Enlisted Transfer Manual. Additionally, NATO, JOINT, White House Communications, Camp David, Flag Writer, and Flag Mess/Enlisted Aide billets are nominative positions, which means you must be interviewed and accepted for the position. This is usually a fairly long process, if you are interested contact PERS-4010F, PERS-4010F1, PERS-4010F2, PERS-

4010F3 or PERS-4010G for specific details.

Each week Shore Special Programs updates its "Hot Picks" on the PERS-4010 web page. "Hot Picks" lists Shore Special Program billets that need to be filled as soon as possible. You can access Shore Special Program's "Hot Picks" by visiting the above-mentioned website.

Remember, if you are interested in PERS-4010 billet that interests you, contact your regular rating detailer and request to be released to Shore Special Programs.

Major Washington/Memphis Staff  
Detailer  
PERS-4010F

### Flag Mess / Enlisted Aide Mess Management Specialist

Flag Mess/Enlisted Aide assignments have been relocated from PERS-405 to PERS-4010. Flag Mess/Enlisted Aide assignments can be up to eight consecutive (8) years of duty. Contact your rating detailer when you are in the 10-month detailing window. Ask to be released to PERS-4010F2 for Flag Mess placement. When released, contact PERS-4010F2 to discuss Flag Screening and as-

signment. Qualified personnel interested in White House or Camp David assignment are recommended to contact your rating detailer when you are in the 12-month detailing window.

Volunteers in pay grades E4-E9 may apply for the Flag Mess/Enlisted Aide Program by submitting a personnel action request (NAVPERS 1306/7). You must include an endorsement from your commanding officer on letterhead, and copies of your last 36 months EVALUATION/FITREP. You can

apply for this program whether on sea duty or shore duty. However, billets for this special program are very competitive. An extensive culinary arts and customer service background is strongly recommended.

For more information, refer to ENLISTEDTRANSMAN 9.48/9.60, SECNAVINST 1306.2, and DOD Directive 1315.9.

Flag Mess/Enlisted Aide Detailer  
PERS-4010F2

E-mail	Title	Incumbent	Commercial	DSN
p4010	Branch Head	LCDR Dean	(901) 874-3451	882-3451
p4010b	Asst Branch Hd and RAO, Recruiters/ RDC/MEPS/Phys Sec/Brig	LT Pinkston	(901) 874-3864	882-3864
p4010s	Branch Master Chief/RAO, "A" Schools/ NATO/Joint/Washington Placement	ITCM(SW/AW) Jackson	(901) 874-3775	882-3775
p4010a	Admin Supervisor	YN3(SW) Briggs	(901) 874-3860	882-3860
p4010a3	Admin Asst.	Ms. Angela Lewis	(901) 874-3867	882-3867
p4010c	Career Recruiter Force Detailer/4010 LCPO	NCCS Cason	(901) 874-3868	882-3868
p4010c2	Recruiter E6 Detailer/Admin LPO	YN1(SW) Moore	(901) 874-3861	882-3861
p4010c3	Recruiter E4-E5 Detailer	AZ2(AW) Taylor	(901) 874-3879	882-3879
p4010c4	Recruiting LCPO/E7-E8 Detailer	OSCS(SW) Ragland	(901) 874-2352	882-2352
p4010a2	Recruiting Admin Asst.	Ms. Kenya Braden	(901) 874-2335	882-2335
p4010d	RDC/MEPS/ Naval Acad. Co. Chiefs/FAST/ USS CONSTITUTION/USS ARIZONA Memorial	MMCS(SW) Duncan	(901) 874-3878	882-3878
p4010d1	EOA/NAVLEAD/CAAC/Bearings Point	GMC(SW) Green	(901) 874-3862	882-3862
p4010d2	Asst. RDC/MEPS/USS AZ Mem/USS CONSTITUTION Shore Disestablishments	YN3(AW) Shepard	(901) 874-3855	882-3855
p4010e	Physical Security Detailer LCPO	ATCS(SW) Routon	(901) 874-3877	882-3877
p4010e1	Physical Security Detailer	SMC(SW) Cline	(901) 874-3863	882-3863
p4010e2	Physical Security Detailer	MA1(SW) Fisher	(901) 874-3870	882-3870
p4010e3	Brig/CCU/Physical Security/Women Ashore	GSM1(SW) Smith	(901) 874-3869	882-3869
p4010a1	Physical Security Admin Asst.	Ms. Lisa Brown	(901) 874-2343	882-2343
p4010f	Major Washington/Millington Staffs LCPO	YNCS(SW) Goodwin	(901) 874-3880	882-3880
p4010f1	Major Washington/Headquarters Activities	YN1(SW) Melton	(901) 874-3886	882-3886
p4010f2	Flag Mess/Enlisted Aide Detailer	MSCS(SW/AW) Gratton	(901) 874-3871	882-3871
p4010f3	Flag Writer Placement Coordinator	YNCS(AW) Follmann	(901) 874-3732	882-3732
p4010g	Joint Area Placement	PNC(AW) Preston	(901) 874-3872	882-3872
p4010k	Enlisted to Officer Accessions Detailer/NACIC/ SERE	SMC(SW/AW) Kircher	(901) 874-3874	882-3874
p4010s1	Head "A" School Assignments/ATF/LCPO	CTRC(SW/AW) Glass	(901) 874-2373	882-2373
p4010s2	"A" School LPO/Reclassification	PN1(SW) Williams	(901) 874-4657	882-4657
p4010s3	"A" School Rating Assignment	YN2(SW) Lowe	(901) 874-2287	882-2287

## MEDICAL/DENTAL

## HOSPITAL CORPSMAN & DENTAL TECHNICIAN ASSIGNMENT PERS-407

E-mail	Title	DSN
p407	Branch Head .....	882-3808
p407c	Asst Branch Head .....	882-3816
p407cb1	Senior Enlisted Advisor, E9 Sea/Shore .....	882-3806
p407cd	Leading DT Detailer, DT E7-E9, 8708/8707 .....	882-3815
p407cd1	DT E5-E6, DT 0000, 8703, 8752, 8753, 8765 .....	882-3805
p407cd2	DT E4 & Below, 8707, 32, 83 .....	882-3807
p407ce	HM E6-E8 Sea/Shore (8404/0000) .....	882-3811
p407cg	HM 8408, 45, 46, 63, 66, 67, 72, 82, 83, 85, 86, 89, 8541 .....	882-3800
p407ch	HM 8403, 24, 25, 27, 93, 94 .....	882-3797
p407ej	HM 8401, 02, 06, 07, 09, 16, 32, 51, 52 .....	882-3813
p407ck	HM "C" Schools .....	882-3809
p407ck1	HM "A" Schools/ HM E4 & Below (PAC) Shore .....	882-3812
p407ck4	HM "C" Schools .....	882-3820
p407cm	HM (LANT) E4 & Below Sea Detailer .....	882-4651
p407cm1	HM (PAC) E4 & Below Sea Detailer .....	882-3810
p407cn	HM E5 Sea/Shore Detailer .....	882-3804
p407cp	HM E4 & Below (LANT) Shore Detailer .....	882-3798
p407cr	HM 8434, 54, 78, 79, 95, 96, 8503, 05, 06 .....	882-3814
p407a	Admin Support .....	882-3819
p407a1	Admin Support .....	882-3799
p407a2	Admin Support .....	882-3817
p407a3	Admin Support .....	882-3801
p407a5	Admin Support .....	882-3818

Fax: DSN 882-2645 or Comm (901)874-2645.

E-mail: Replace xxxx in the following example with your detailer's E-mail code: xxxx@persnet.navy.mil

Web page: [www.persnet.navy.mil/pers407/index.html](http://www.persnet.navy.mil/pers407/index.html)

# ENLISTED COMMUNITY MANAGERS/TECHNICAL ADVISORS

## Engineering Surface Hull/Electrical and Main Propulsion

Community Managers and Technical Advisors (TECHAD) have many tools for shaping the force. We strive to optimize Navy manpower, by having the right number of people with the right skills. There are times we need to redistribute their resources into critical voids. Some of our tools for making this happen include:

**CREO REGA:** The CREO (Career Re-Enlistment Objective) NAVADMIN provides the most recent advancement history, CREO rating classifications, and critical skills list. For instance, one may notice several changes within the Engineering ratings. Seven out of our nine ratings have E1-E4 paygrades that are now listed as "CREO 3"=overmanned. Only GSE and GSM are not included in this list. Additionally, DC has been added to EM and EN ratings for "Approval Required" for rating entry. We suggest you consult your Command Career counselor to set up a professional development board to aid you in choosing a rating that is best for you and the Navy.

**HYT:** July 2002 introduced NAVADMIN 208/02 regarding High Year Tenure. Designed as a force-shaping tool, this NAVADMIN reduced HYT for E-6's from 22 back to 20 years and for E-4 from 12 back to 10. The remaining paygrades did not change. We review each HYT request and make the best decisions for the Navy as well as the Sailor. If you hold a critical skill, and are considering submitting a HYT request, we recommend you first contact your Command career counselor, or call/e-mail us directly.

**Fleet Reserve Request:** In order to support continued positive trends in advancement, fleet reserve requests are being considered more favorably than before. An enlisted member who has completed at least 20 years of active service may at his or her request, be transferred to the Fleet Reserve. Once submitted and approved, a member's Fleet Reserve date may be changed only upon member's request or due to national security requirements. Prior to the submission of a Fleet Reserve request, each service member desiring retirement should make themselves familiar with MILPERSMAN 1830-040 and any other periodicals regarding Fleet Reserve approvals and submissions. As always, feel free to contact your Community Manager, their TECHAD, your rating detailers in PERS-40, or the Enlisted Retirement Branch (PERS-823) at [www.persnet.navy.mil/index.html](http://www.persnet.navy.mil/index.html). if you have additional questions or concerns

**Career Choices:** Command Career Counselors (CCC) and command Professional Development Boards (PDB) are the primary quality assurance players when it comes to determining the future for non-rated personnel. CCCs and PDBs must ensure that strikers, prior to their taking a rating advancement exam meet all requirements. ASVAB scores, citizenship status, and medical history are all factors that must be reviewed to ensure sailors are qualified for selected ratings. If not properly screened, sailors may not be eligible for A school and will be reclassified to a rating they may not desire or may become "stalled" in their career path until requirements can be met. The most current CREO/REGA message, NAVADMIN 315/01 and 176/02 along with BUPERSINST 1430.16E

and NAVPERS 18068 Vol. 1 are the primary references all should be familiar with before determining a career path for your sailors. All of these references can be found on Bupers Web Site.

**Master-at-Arms (MA) Conversion Opportunity:** As the MA Community continues to experience unprecedented growth, we are reviewing conversion packages from motivated and qualified sailors interested in pursuing an exciting career in Law Enforcement and Force Protection. MAs work with some of the most sophisticated Law Enforcement and Force Protection gear on the market today. The Community also offers the opportunity to gain additional training and a Navy Enlisted Classification Codes (NEC) in such areas as Investigations, Protective Services, Small Arms instruction, and K-9 (Military Working Dogs) just to name a few. Requirements include U.S. citizenship; valid driver's license; normal color perception and vision correctable to 20/20; no NJP or convictions (court-martial or civil) for the past two years; eligible for secret clearance; and be in good physical condition. Conversion to the MA rating will provide greater career opportunities for selected personnel, while expanding the number of promotion opportunities in the vacated rating. Qualified and approved candidates will be allowed to convert at their PRDs. Supply rated personnel, preferable holding NEC 9545 (Navy Law Enforcement Specialist), serving at sea, and within 12 months of their PRD are asked to consider rate conversion. A "draft" copy of MILPERSMAN 1440-010 (Conversion to the MA rating) is available on the MA Community Managers website at (<http://www.bupers.navy.mil/pers2/N132D14/legalman.htm>)

## Supply Ratings

**Master-At-Arms (MA) Conversion Opportunity:** We are soliciting conversion packages from qualified personnel interested in converting to the MA Rating. Supply rated personnel, preferably holding NEC 9545 (Navy Law Enforcement Specialist), serving at sea, and within 12-18 months of their PRD are asked to consider rate conversion. Additional requirements include U.S. Citizenship; valid driver's license; normal color perception and vision correctable to 20/20; no NJP or convictions (court martial or civil) for the past three years; and be in good physical condition. Qualified and approved applicants will be allowed to convert at their PRDs. Conversion to the MA Rating will provide greater career opportunities for selected personnel, while expanding the number of promotion opportunities in the vacated rating. A "draft" copy of MILPERSMAN 1440-010 (Conversion to the MA Rating) is available on the MA Community Managers Web site at ([www.bupers.navy.mil/pers2/N132D14/legalman.htm](http://www.bupers.navy.mil/pers2/N132D14/legalman.htm))

**Selective Training and Reenlistment (STAR) Program and the Career Schools Listing (CSL) (Governing Directive MILPERSMAN 1160-100):** The STAR Program offers career designation to first term enlisted members who enlist or reenlist and thereby become eligible for the following career incentives:

- Guaranteed assignment to an appropriate Class "A" or "C" school (but not both) and
- Possible advancement from petty officer third class to petty officer second class upon completion of a Class "C" school or

a Class “C” school package, which is listed in the Career Schools Listing (CSL), MILPERSMAN 1510-020, and the latest CSL NAVADMIN in effect on date of reenlistment.

There are five supply schools on the CSL (two for MS, one for AK/SK, one for DK and one for SK (SS)):

- DK 2905 Disbursing Afloat Automated Systems Specialist A-542-0015
- MS 3525 Private Mess Specialist A-800-0031
- MS 3527 Culinary Specialist A-800-0030
- AK/SK 8012 Systems Specialist C-551-2016
- SK 2814 Supply Financial Management A-551-0093 (SK (SS) Only)

**Career Reenlistment Objectives and Rating Entry for General Apprentices (CREO/REGA) and “Approval Required”:** Two supply ratings, DK and PC, are listed as “Approval Required” in the CREO/REGA NAVADMIN. This means that before a GENDET is allowed to take an advancement exam for these two ratings, approval must be received from NAVPERSCOM (PERS-811) via MSG or NAVPERS 1306/7. Listing a rating as “Approval Required” on the CREO/REGA NAVADMIN is one of the management tools for the ECMs to control the number and quality of GENDET accessions into a specific rating while offering a consistent advancement opportunity for these sailors. Yes, GENDETs may still strike for these ratings, but the total number allowed to take the advancement exam are restricted and the ASVAB and training requirements are verified.

## Submarine (Non-Nuclear) Community

**Navy Enlisted Classification System:** We frequently receive calls with questions about NECs. Sailors ask how they are awarded, whether or not a school is required, and what the rules are for receiving SDAP (Special Duty Assignment Pay) for a particular NEC. The answer to the NEC related questions can be found in the NEC Manual (NAVPERS 18068F). Here is a brief summary, which sheds some light on the situation.

The NEC Manual defines the NEC system as follows: “The Navy Enlisted Classification (NEC) system, of which the NEC coding system is a part, supplements the enlisted rating structure in identifying personnel on active or inactive duty and billets in manpower authorizations. NEC codes identify a non-rating wide skill, knowledge, aptitude, or qualification that must be documented to identify both people and billets for management purposes.” In other words, the purpose of an NEC is to help match people with special skills with the jobs requiring those skills.

Although there are six different types of NECs, only three are of primary interest to the non-nuclear submarine community. The first is the Rating Series NEC. “Rating Series NECs relate to a limited number of specific ratings. Rating Series NECs identify special or unique billet requirements beyond the skill and knowledge that the general rating would provide. When assigned to an individual, Rating Series NECs show that the person has obtained certain skills or knowledge.” An example of a Rating Series NEC would be MM-4231 SSN/SSBN Auxiliary Equipment Technician. This NEC is limited to MMs in paygrades E3 - E9 who have completed the requisite training.

The second major category of NEC is the Special Series NEC. These NECs are similar to the Rating Series NEC but are normally not limited to a specific rating. The 9545 Navy Law Enforcement

NEC is a good example. Although specific training is required it is open to all ratings. Some other examples of Special Series NECs are 9585 Navy Recruiter Canvasser and 9579 Chief of the Boat.

The third category of NEC of particular interest to the submarine community is the Alphanumeric NEC. They “are used to identify discrete skills and training levels when justified by the complexity of training and management requirements.” Alphanumeric NECs have been used extensively during the ET rating merger to identify the source ratings of individuals prior to the merger. For example, a Navigation ET who was an IC2 prior to the rating merger was assigned a 14IC NEC after the merger so that the detailers could distribute them properly. Similar Alphanumeric NECs are 14ET (former ESMET) and 14RM (former Radioman).

NECs are most often assigned to the sailor automatically upon the successful completion of the required courses via NITRAS. In the event that the required training for an NEC can be completed by OJT (On the Job Training) then it is the responsibility of the sailor and the command to submit the EPMAC 1221/2 NEC Change Request (found in the back of the NEC Manual). The 14NV is the most common OJT NEC we encounter.

For non-nuclear submarine rates the rules for SDAP are fairly simple. First, you must be filling a billet requiring the NEC (DNEC) and the NEC must be listed in the SDAP NAVADMIN (NAVADMIN 036/02). Second, you must hold the NEC and it must be documented in your service record and in the Enlisted Master File at BUPERS. Third, there can be no more than one sailor per billet receiving SDAP for a particular NEC. For instance, if there are two ETs on board who hold the 14NV (ANAV) NEC, only one can draw SDAP since there is only one billet per submarine requiring the NEC. Fourth, you must be in paygrade E3 or above to receive SDAP. Finally, you cannot receive SDAP for more than one NEC at a time. If you are the 3M Coordinator and the Command Career Counselor then you must choose the NEC for which you will receive SDAP.

## CT / EW Enlisted Community

**CTT/EW merger update:** Time is running out! For those of you who have not yet submitted your SSBI package, the merger is in clear sight. If you don’t submit your SSBI package, you will be contacted by the EW/CTT TECHAD and advised to choose a rating for conversion. We need your help to make this work. “*Get Hot*”! (POC’s are N132D8F and N132D8G.)

**CTA Transformation:** Since the last issue, the CTA Transformation Working Group has been working hard to refocus core skills and secure “buy-in” from stakeholders across the NSG claimancy, Center for Cryptology, SSO Navy, and the DNI policy staff. The future of the rating is alive and well and will shift its focus to SCI Program Management, SSO, physical security, and high-end Office Administrator functions which include advanced-level skills in database management/manpower management (including Joint Duty), human resource management, software applications, and workflow analysis, to name a few. Briefings were presented to CNSG N00 and the Cryptologic Leadership Council (CLC) in August 2002, where lots of support and input was received. In line with this new vision, the CTA rating will no longer be source rated to IT NEC’s 27XX or 93XX. CTAs holding any of these NEC’s are encouraged to cross-rate into ratings where their networking and system administrator skills can be better used. Those who previously reenlisted for SRB purposes with these NEC’s will not be impacted.

However, CTA's not desiring to cross-rate will not be entitled to future SRB if the reenlistment occurs after 1 Nov 2002. More on the CTA Transformation will be provided following the Task Force Excel working group conference in October 2002. (POC is N132D8A.)

**CTI update:** Language Training Opportunities for CTI personnel are available for the less commonly taught languages (LCTL) of Persian Dari, Pashtu, Somali, Hindi, Urdu, Albanian, Indonesian, and more. Additionally, intermediate and advanced language training seats are available. If you're interested in additional language training, contact your detailer. Remember that current DLPT scores are required for entry in intermediate and advanced language training. Refresher training classes are also available. Contact CNSG N7 through your CLPM for availability and seat reservations. The following is a list of classes with available seats and start dates for training:

#### Refresher

Arabic 030730  
Hebrew 030115  
Korean 030716  
Persian Farsi 030212  
Russian 030409  
Vietnamese 030122

#### Intermediate

Arabic 030106, 030616  
Chinese 030728  
Korean 030106, 030818  
Persian Farsi 030210  
Spanish 030707  
Russian 030224, 030324, 030707

#### Advanced

Chinese 030519  
Hebrew 030818  
Korean 030717  
Persian Farsi 030620  
Russian 030818  
Serbian Croatian 030707

**9134 NEC** is currently awarded through OJT. Here's how to earn it:

- Complete the Basic R/T Operator JQR for command specific AOR (CTI)
- Complete the Basic Special Signals Operator or Basic Manual Morse Operator JQR for command specific AOR (CTR)
- Complete at least two operational deployments

Any Sailor who has previously or currently qualifies under these conditions should submit an NEC change request form through the chain for proper awarding. See COMNAVSECGRU msg 131330Z AUG 02 for more details.

**CTO Transformation:** The future of the CTO rating is still being formulated and is tied directly to the CTN development. Once the final determination has been made, as to which course of action is the best to create the new rating, we can determine exactly the future of CTO's. The rating is currently overmanned at 107% thanks in part to an extremely generous SRB program that has boosted reenlistment rates as well as a reduced CTO attrition. With that said and the changing fiscal environment, we are expecting reductions in the funding some of our programs. You may notice a reduction in SRB rates for a couple of NEC's in the near future. Several factors go into making these decisions but the main one being we are over-manned and have more Sailors who carry the NECs than we have requirements. We have temporarily closed the rating to conversions at every pay-grade. POC is N132D8D.).

**CTN Update:** (Cryptologic Technician (Networks)). While considerable thought and hard work has gone into identifying core skills, training, career paths, prospective billet allocations, etc., as of this writing, there are other issues to be tackled before you see anything definitive. Stay tuned for future updates. (POC's are N132D8C and N132D8D.)

#### TAR Community

Last year was an outstanding year for the TAR community retention. The suc-

cesses of the SRB program allowed us to retain high quality sailors and increase manning in many communities and ratings that have been traditionally undermanned. Though we made great strides, we are still facing shortages in many aviation communities and ratings. With a smaller SRB and SDAP budget projected for this year, these programs will be targeting those personnel holding critical skills or under manned ratings. We hope to recruit the right quality and quantity and retain sailors that we most desperately need.

We are looking for sailors who would like to make a career in the TAR community in the following specialties:

- P-3 Flight Engineer (8251)
- C-130 Flight Engineer (8252)
- C-130 Loadmaster (8220)
- C-9 Crew Chief (8250)
- HM-53 Airborne Mine Countermeasures Aircrewman (8226)
- Helicopter Search and Rescue Aircrew Swimmer (8215)
- Tactical Helicopter Search and Rescue Aircrew Swimmer (7815)

In addition, we are actively recruiting:

- Air Traffic Controllers (AC)
- Aviation Structural Mechanics (AM)
- Aviation Structural Mechanics (Safety Equipment) (AME)
- Aviation Electrician's Mates (AE)
- Aviation Electronic Technicians (AT)
- Boatswain's Mate (BM)
- Damage Controllmen (DC)
- Electronics Technician (ET)
- Hull Maintenance Technician (HT)
- Interior Communication Electrician (IC)
- Machinery Repairmen (MR)
- Aircrew Survival Equipmentmen (PR)
- Naval Aircrewmen in all ratings

If you are interested in becoming a TAR please contact your career counselor or the TAR Recall/Conversion Desk (PERS-913D) at DSN 882-4509 or Comm (901) 874-4509.



*Submit Address Changes On-line at*  
**[www.persnet.navy.mil/periodicals/link-perspective/Link-Perspective.htm](http://www.persnet.navy.mil/periodicals/link-perspective/Link-Perspective.htm)**

<u>E-mail</u>	<u>Title</u>	<u>DSN</u>
n132	Head, Enlisted Plans & Policy Branch .....	225-3936
n132d	Head, ECM .....	225-3935
n132d1	Aviation Mech ECM .....	225-3806
n132d1a	Asst Aviation Mech ECM .....	225-3780
n132d2	Avionics/Aircrew ECM .....	225-3812
n132d2a	Asst Aviation Avionics/Aircrew ECM .....	227-2418
n132d3	Surf Engineering Prop ECM .....	223-7234
n132d3a	Asst Surf Main Prop ECM .....	224-6501
n132d4a	Asst Hull/Mech/Elec ECM .....	224-4827
n132d5	Surf Com System ECM .....	227-2502
n132d5a	Asst Surf Com System ECM .....	224-6503
n132d6	Surf Ops ECM .....	225-3875
n132d6a	Asst Surf Ops ECM .....	224-6855
n132d7	Spec War/EOD/Diver ECM .....	224-3914
n132d7a	Asst Spec War/EOD/Diver ECM .....	224-6854
n132d7b	Asst Spec War/EOD/Diver ECM .....	225-3914
n132d8	CT/Frgn Lang ECM .....	225-3380
n132d8a	CTA Tech Ad .....	225-3379
n132d8b	CTI Tech Ad .....	225-6363
n132d8c	CTM Tech Ad .....	225-3391
n132d8d	CTO Tech Ad .....	224-5512
n132d8e	CTR Tech Ad .....	225-3024
n132d8f	CTT Tech Ad .....	225-3320
n132d8g	EW Tech Ad .....	225-3051
n13f	Navy Foreign Language Program Manager .....	223-3965
n132d9	Sub Pers ECM .....	225-3887
n132d9a	Asst Sub Pers ECM .....	224-6851
n132d9b	Sub Pers ECM Tech Ad .....	223-6997
n132d10	Admin/Media ECM .....	224-6863
n132d10a	Asst Admin/Media ECM .....	227-2746
n132d11	TAR Aviation ECM .....	224-6646
n132d11a	TAR Programs Tech Ad .....	224-6864
n132d12	TAR Surface ECM .....	225-3905
n132d13	Medical/Dental ECM .....	225-3865
n132d13a	CMC 9590/HM/DT/DACPECM .....	225-3865
n132d13b	Medical/Dental ECM Reserve Ad .....	225-3871
n132d13c	Asst Medical/Dental ECM .....	224-6853
n132d14	Legal/Law Enforcement/CRF ECM .....	224-0805
n132d14b	Asst Law Enforcement ECM .....	225-8676
n132d14c	Asst Legal/NC/CRF ECM .....	224-5560
n132d15	Supply ECM .....	224-6850
n132d15a	Asst Supply ECM .....	224-6649
n132d15b	Supply Tech Adv .....	225-3933
n132d15c	Asst Supply Tech Adv .....	224-6251
n132d15d	Supply Tech Adv .....	225-3932
n132d16	Seabees ECM .....	225-3940
n132d16a	Asst Seabees ECM .....	224-6645
n132d17	Intelligence Specialist ECM .....	224-4918
n132d17a	Asst Intel Specialist ECM/Tech Adv .....	223-1226
n132d17b	Asst Intel Specialist Tech Ad .....	224-3917
n132d17c	Asst Intel Specialist Tech Ad .....	223-2839
n132d17d	Asst Intel Specialist Tech Ad .....	223-3345
n132e1	"A" School Quota Mngmt .....	225-3953
n132e8	"C" School Quota Mngmt .....	225-6545
n133d	Nuclear Field ECM .....	225-4449
n133d1	Asst Nuclear ECM .....	223-0893
n133d2	Nuclear ECM QC Adv .....	225-3301
n133d3	SUBPAY Monitor .....	225-1276

## Immediate Availability and follow on from Pregnancy tour Negotiation Procedures

In the assignment of non-designated personnel made available to EPMAC, there are three codes involved in the process, Code 46, 47 and 48. Once the immediate availability is received by Code 472, (Immediate Availability Detailers), a request for a billet is submitted to Code 48 Transient, Patients, Prisoners and Holders (TPP&H). Code 48 selects a command to assign the member, taking into consideration the member's location, medical availability and the prospective command's overall manning (limdu/pregnancy may not exceed 15% of the command's total manning. Code 46 (MCA Readiness Department) then reviews Code 48's decision, and posts the member to the UIC. Only after the member has been posted can Code 472 write the orders. The timeliness and accuracy of pertinent information such as the member's 20th week of gestation,

estimated due date for pregnancies and/or amount of time the member has been assigned to limited duty all contribute to efficiency of the process. There is also a process to consider when calling for Fit for Full Duty females. The Women-at-Sea detailer (471D) must coordinate with the appropriate MCAs and NMP Analyst to determine berthing space availability. Considerable attention and effort is made to meet duty preferences. Members often call with specific request and these are noted and also considered when relocation process begins.

It is imperative that Chapter 18 of the Enlisted Transfer Manual be referred to for proper availability submission.

All GENDETS ordered to a pregnancy tour (0054) should contact the Women-at-Sea detailer (471D) IMMEDIATELY upon reporting for duty to negotiate for follow on assignment. Assignment will be made using the procedures stated above and in accordance with OPNAVINST 6000.1A.

E-mail	Title	DSN
ep40	Commanding Officer .....	678-1470
ep40a	Executive Officer .....	678-5744
epcmc	Command Master Chief .....	678-1524
ep40b	Director, Rating Specialist Department .....	678-0646
ep407a	LCPO .....	678-0435
ep401	Director, Seabees/SEAL/EOD/Divers Division .....	678-1627
ep402	Director, Engineering/Hull Division .....	678-6501
ep403	Director, Nuclear Power Submarine Division .....	678-1627
ep404	Director, Aviation Division .....	678-1427
ep405	Director, Admin/Deck/Supply Division .....	678-1667
ep408	Director, Intelligence Division .....	678-1627
ep411a	Sea Placement (PAC) .....	678-1896
ep412f	Sea Placement (LANT) .....	678-5776
ep40p1	Military Placement Analyst .....	678-1157
ep42a	Submarine Placement .....	678-5439
ep431a	Aviation Squad Placement .....	678-1520
ep432	Director, CV/CVN Sea Opdet Division .....	678-6916
ep44	Director, Special Programs Placement .....	678-1623
ep441	Director, Special Programs Placement Division .....	678-5114
rp4412	Director, Seabee Placement Division .....	678-1927
ep4413	Placement Offer, SPECWAR/EOD/Diver .....	678-1956
ep4414	Force Protection/Corrections Placement .....	678-1635
ep442	Placement Officer, Medical/Dental .....	678-4840
ep451	Director, Shore Placement Division .....	678-5124
ep452	Shore Placement (PAC/Reserve) .....	678-1440
ep453	Shore Placement (BUPERS) .....	678-6287
ep46	Director, MCA Readiness .....	678-5409
ep461	Director, NMP Division .....	678-1461
ep463	MCA Readiness (EDVR/Diary) .....	678-0799
ep47	Director, GENDET Assignment .....	678-1432
ep47b	Program Analyst .....	678-1128
ep472	HP Guarantees/Sensitive Moves .....	678-1433
ep471a	Lead GENDET Detailer .....	678-1435
ep471c	NROTC/Precom/Decom Detailer .....	678-1784
ep471d	Women at Sea Detailer (SN/FN/AN) .....	678-1707
ep471g	AN Detailer (male) .....	678-1570
ep471h	SN Detailer (male) .....	678-1587
ep471j	FN Detailer (male) .....	678-5732
ep472	Director, Immediate Avails/Assign Div .....	678-1722
ep472a	Lead Detailer (Immediate Avails) .....	678-1588
ep472b	SN/FN/AN/Subs Detailer (Immediate Avails) .....	678-6772
ep472c	Detailer, Immediate Avails/Assign Div .....	678-6204
ep472d	SN/FN/AN/Detailer (Immediate Avails) .....	678-5267
	GENDET Assignment Department Fax .....	678-1122
ep48	Director .....	678-1480
ep481	Director, LIMDU Placement Division .....	678-5219
ep481a	Transient Analyst .....	678-0043
ep481b	LIMDU/Special Shore Analyst .....	678-0207
ep482c	Transient Analyst .....	678-1671
ep49	Director, NEC Management .....	678-1347
ep49a	Deputy Director, NEC Management .....	678-6641
tmuoic	OIC, Transient Monitoring Unit .....	678-1152
tmuaaic	AOIC, Transient Monitoring Unit .....	678-1606
tmuops	Operations Chief, Transient Monitoring Unit .....	678-0138

E-mail: Replace xxxx in the following example with your detailer's E-mail code: xxxx@epmac.nola.navy.mil

## TAR Officer

**Apply for the TAR designator:** Are you interested in making a career change? We are looking for top performing officers from URL, INTEL and SUPPLY communities to become TARs. TAR officers have an excellent opportunity for early command ashore while remaining competitive in traditional Warfare or Designator specialties. Both officers on active duty and in the Selected Reserve may apply. Go to [www.persnet.navy.mil/pers44/pers4417](http://www.persnet.navy.mil/pers44/pers4417) for eligibility criteria and application procedures. Details will be published in a NAVADMIN message about 60 days prior to the convening date. Call PERS 921 at 901-874-3482/ DSN 882-3482 with other questions.

**TAR Surface:** Do you love the sea-going life of the Navy but want to have other shore assignments throughout the United States? Does shore command as a junior officer sound like a good challenge as well as the opportunity to command at sea? The Surface TAR community seeks 111X officers to make the transition into the TAR community. TARs maintain operational proficiency at sea while alternating through a variety of shore-based billets; from Washington staff jobs to the Reserve Liaison Officer on major staffs and type commands - in CONUS and overseas. A small, close-knit community of about 600 surface officers, TARS make up about ten percent of the entire Surface Warfare community and follow a career path that mirrors the sea/shore rotation of USN counterparts. Selection to be a TAR officer is a great opportunity to stay in the Navy, go to sea, and have rewarding shore tours.

**TAR Aviation:** A great resource for most questions is our Web site: [www.persnet.navy.mil/pers4417/aviation.htm](http://www.persnet.navy.mil/pers4417/aviation.htm). You will find upcoming selection board information, proposed zones, and the latest news about our program.

**BOARDS:** In addition to the October TAR Transfer and Redesignation Board, we look forward to an Aviation Officer in Charge Board, October 28- November 1. The zones being considered are: OIC Board Zones for NOV 2002 Aviation OIC Selection Board LCDR DOR 1 SEP 98 - 1 AUG 01 Lineal #s 02655920 - 02741010.

**TAR Aviation Maintenance Duty Officer:** - Just a reminder: the AMDO TAR Community is always looking for new officers who are ready for demanding tours in Reserve aviation activities. For questions concerning a challenging and rewarding career as a TAR AMDO, contact LCDR Tom Crain at (901) 874-4076 or DSN 882-4076 or email me at [p4417g@persnet.navy.mil](mailto:p4417g@persnet.navy.mil)

**TAR Fleet Support Officer/ TAR Recruiter:** POC is CDR Dorothy Reed. Contact info is [p4417I@persnet.navy.mil](mailto:p4417I@persnet.navy.mil) or (901)874-4117 with questions about either of these communities.

**TAR Intelligence:** POC is CDR Doug Fenske at 901-874-3993 or email [P4411C@persnet.navy.mil](mailto:P4411C@persnet.navy.mil).

**TAR Supply:** POC is CDR Bob Morris. Contact info is [p4412w@persnet.navy.mil](mailto:p4412w@persnet.navy.mil) or 901-874-4620.

**Volunteer for Board Participation!** The best way to understand how selection boards work is to work on one. Voting members, assistant recorders, and administrative assistants for statutory and administrative boards are needed throughout the year. Let your command and COMNAVRESFORCOM know. Take the mystery out of the selection process.

## TAR Enlisted

Recruit Division Commanders Needed For NPSAC: NPSAC (non-prior service accession course) has been a tremendous success in training non-prior service personnel in a bootcamp environment at RTC Great Lakes, Illinois. The Naval Reserve plans to increase accession of npsac students from 2,992 to 6,000 per year. There is an urgent need for RDCs (especially females) E5 and above.

Assignment eligibility requirements are outlined in section 9.53 of the enlisted transfer manual (enltransman). Once selected, future RDCs will attend four weeks of instructor training to obtain the 9502 NEC, then complete thirteen weeks of RDC school conducted at RTC. All TAR RDCs will lead one usn division prior to reporting to npsac and may have the opportunity to lead USN divisions periodically during their tour.

RDCs receive special duty assignment pay of \$325 per month, a supplemental clothing allowance of \$220 per year, no cost dry cleaning, priority listing on the government housing list, opportunity to earn the recruit training service ribbon and a historically greater E6 through E8 advancement opportunity. Personnel assigned as RDCs (NEC 9508) will be guaranteed choice of coast assignment upon completion of a full, three-or-more year tour IAW enltransman.

Interested personnel should visit the NPSAC Web page ([www.npsac.navy.mil](http://www.npsac.navy.mil)) and click on "prospective NPSAC staff" for more information. Don't hesitate to take advantage of this rewarding and career-enhancing opportunity. See your command career counselor, then contact the tar special programs detailer for assignment.

## Looking for a Challenge? Apply for a TAR Recall or Conversion!

What is a TAR? TAR stands for Training and Administration of the (Naval) Reserve. The TAR community comprises a relatively small number of active duty personnel who provide training, administrative, and technical support to not only the Selected Reservists, but to the fleet as well. TARs often serve on shore duty at Naval Reserve Centers, in squadrons and even underway on NRF ships.

There are many exciting and challenging opportunities currently available in the TAR community where your skills and expertise can have an immediate dramatic impact on the shaping of our Naval Reserve Force. If you are up for the challenge, the challenge is here waiting for you.

The application procedure for the TAR program is very simple. Guidance is found in Chapter 20 of the ENLTRANSMAN. Additional information and a current list of available ratings being accepted for TAR recall/conversion can be found on our web site at [www.persnet.navy.mil/pers9/pers91/pers913/Hold.htm](http://www.persnet.navy.mil/pers9/pers91/pers913/Hold.htm). Questions about the TAR program can be directed to PN1(SW/AW) Ripley at DSN 882-4509 or Comm (901) 874-4509.

## Tar Master-At-Arms Rate Coming Soon

Are you stuck in a dead end rate and feel you are at stand still? Beginning October 2004 the TAR program will be implementing the Master-At-Arms rate with 160 billets. The billets will be established at Naval Reserve Readiness Commands and Naval Air Stations. The rat-

ing structure is not yet finalized, but Sailors interested should prepare conversion packages IAW OPNAVINST 1440.1C and be prepared to submit in the spring of 2003. The implementation of the MA rating into the TAR program will definitely be a great opportunity for those whose careers have become stagnant or just simply wanting a change. All

Sailors are encouraged to take advantage of this new opportunity for professional growth and advancement opportunity. For further questions contact AECS (AW) Kurt Sperry at DSN: 678-5412 or COMM 800-535-2699.

Code	Title	DSN
N4	Director .....	678-5109
N41	CMC/MCPO/SCPO .....	678-6205
N410	AE/AD/Physical Security .....	678-5412
N411	AM/AME/AS/PR .....	678-1214
N412	AT/AO/AN .....	678-5488
N413	PN/NC/PreComm/Special Programs .....	678-6207
N414	YN .....	678-6208
N415	SK/AK/DK/MS .....	678-1599
N416	HM .....	678-1779
N417	AW/AC/AZ/Aircrew .....	678-1326
N418	EN/HT/MR/DC/IC/FN/EM .....	678-6206
N419	BM/ET/IT/SN .....	678-6209
N42	Admin Supervisor .....	678-6210
N421	School Quotas .....	678-1217
N426	CANREC/CRF .....	678-4250

Fax: DSN 678-6211 or Comm (504) 678-6211.

E-mail: [www.nrpc.nola.navy.mil](http://www.nrpc.nola.navy.mil) - Naval Reserve Personnel Center homepage

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# MUSICIAN

## NAVY MUSIC PROGRAM MANAGEMENT DIVISION PERS-64

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### Greetings from the Enlisted Musician Detailing Shop PERS-64D!

Congratulations to all of our recently selected Chief Petty Officers! This is a very important milestone in your naval career, and again, this past exam cycle offered maximum promotions throughout the entire Navy. We at Navy Music are extremely proud of your accomplishments.

### BUPERS Access

Are you aware that you can apply to have your own BUPERS Access account? With a BUPERS Access account, you can monitor your advancement status, file a 1306/7 (via your command career counselor), check on career information (highly recommended), file your duty preferences, request a microfiche, check on the status of your orders. If you are stationed in Italy or Japan, you may file an Overseas Tour Extension Incentive Program (OTEIP) request (through your command career counselor). BUPERS Access has come a long way and I encourage you to take advantage of what it has to offer. To open an account, just log on to [www.bupers.navy.mil](http://www.bupers.navy.mil) and click on the BUPERS Access link.

### School of Music

As I mentioned in my last article, the School of Music is still looking for dedicated hard-charging musicians to serve as in-

structors. If you want to give yourself a jump on the competition, instructor duty is a great way to get ahead! I encourage you to continue to check the School of Music web site for any vacancies. You can access their Web site at [www.cnet.navy.mil/som/](http://www.cnet.navy.mil/som/) notices.

### Career Path

What goals do you want to reach while serving in the Navy Music Program? Do you envision wearing the khaki uniform and fulfilling the role of an Assistant Director/Senior Enlisted Advisor or even becoming a Bandmaster? Do you desire to become a unit leader or operations CPO? Whatever decision you make, please keep this in mind: **Diversity of duty stations and assignments within an organization are looked upon favorably by a selection board. Expanding your education within your rating is also considered, especially if you desire to become a LDO Bandmaster or Assistant Director/Senior Enlisted Advisor.** Senior enlisted personnel are encouraged to attend the Senior Enlisted Academy located in Newport, Rhode Island (open to all E8/E9 personnel). Along with the earned NEC of 3851, this is a requirement for the position of Enlisted Bandleader/Assistant Director. If you have any questions about applying for the Academy, please give me a call. Successful completion of the EBL Course is also a requirement for Bandmaster. Please consult your Command Career Counselor and Assistant Director if you have any questions.

Well, that about wraps it up from my little corner of the world. Keep up the great work and keep those auditions coming!

E-mail	Title	DSN
p64	Division Director .....	882-4312
p64b	Deputy Division Director .....	882-4317
p64d	Detailer .....	882-4314

Fax: DSN 882-2614 or Comm (901) 874-2614.

E-mail: Replace xxxx in the following example with your detailer's E-mail code: [xxxx@persnet.navy.mil](mailto:xxxx@persnet.navy.mil)

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answers to your personnel questions ...  
call 1-866-U-ASK-NPC or visit the  
Customer Service Center link  
at [www.staynavy.navy.mil](http://www.staynavy.navy.mil)*

